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# bulletin

## CAUT unveils proposal for a national post-secondary education act

by Helen Baxter

A forceful new proposal for the creation of a Post-Secondary Education Financing Act for Canada has been strongly endorsed by the Council of the Canadian Association of University Teachers.

The proposal, which was vigorously debated by delegates to the CAUT's annual meeting in Ottawa in May, is intended to fill the void in federal-provincial policy on post-secondary education and end the financial crisis facing our universities.

Designed by a three-member subcommittee of the CAUT, the proposed act has three key elements:

- The establishment of a Post-Secondary Advisory Council, with membership representing the post-secondary education community, to provide advice to the Minister of State for Social Development on matters affecting post-secondary objectives and funding.

- An annual review of government initiatives in advancing post-secondary education objectives to be prepared by a new House of Commons Standing Committee on Science, Research and Post-Secondary Education, to be laid before Parliament.

- A program of certain supplementary cash contributions by the federal government to assist the provinces in meeting the costs of post-secondary education. Under this provision, provinces meeting the objectives of the Act and maintaining a stipulated share of funding would receive supplementary cash contributions. Provinces exceeding their share would receive additional contributions.

The stated objective of the act is "to facilitate and promote the post-secondary educational capacity throughout Canada and thereby contribute to the economic and social well-being of Canadians". To advance this primary objective, the act details specific goals for post-secondary education in Canada:

- To protect and promote the principle of free and independent academic inquiry and the academic and intellectual autonomy of post-secondary institutions.

- To protect and promote the right of all academically capable students to open and equal access to post-secondary education.

- To encourage measures that remove barriers to post-secondary education due to socio-economic status or membership in groups or classes of persons that are not fully served by existing post-secondary education services.



L.-R.: CAUT Executive Secretary Donald Savage, President Sarah Shorten, Vice-President Internal Ed Anderson, former Treasurer Ed Maher.

- To develop and maintain programs of financial assistance for students, with the aim of creating a fuller and more genuine equality of opportunity of participation in post-secondary education.

- To facilitate measures that remove barriers to the mobility of post-secondary students, teachers and graduates in studying, training or working throughout Canada.

- To encourage and promote the development of a scientific and research capacity in post-secondary education.

- To encourage the provision of opportunities for Canadians to increase their knowledge of Canada's official languages through formal learning and for members of the minority official language group in each province to be educated in their own language, where numbers warrant.

- To encourage and promote through formal learning, the knowledge and understanding Canadians have of themselves, with particular concern for cultural diversity.

- To encourage and promote the participation of aboriginal people and the study of

aboriginal cultures in post-secondary education.

- To encourage international studies and cooperative international research and scholarly activities and to facilitate the presence of visiting foreign scholars.

- To ensure that foreign students admitted to post-secondary institutions in Canada do not suffer from undue financial or other barriers.

CAUT President Sarah Shorten said the act would stabilize post-secondary education funding without altering existing constitutional arrangements.

"It would clearly delineate federal and provincial fiscal roles," Dr. Shorten said, "and, by providing for the establishment of a post-secondary education advisory council and a new parliamentary standing committee on science, research and post-secondary education, the act would provide a political forum for monitoring public support of post-secondary education and the adequacy of fiscal arrangements."

The CAUT will be presenting the docu-

ment to the Macdonald commission on the economy in the near future. The proposed act will also serve as a basic policy paper for the Association to be used in future discussions with the federal and provincial governments.

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Also at the May Council meeting, the CAUT protested a series of B.C. government actions which, it said, will seriously impair higher education in the province.

The CAUT condemned legislation passed by the B.C. government last fall which attacked human rights, academic freedom and tenure, university autonomy and collective bargaining. It called for the withdrawal of the legislation.

The Association said the Province's drastic reductions in university funding will impair the ability of its universities to maintain the quality of education and will threaten accessibility to higher education.

The CAUT condemned the closure of the David Thompson University Centre in Nelson, B.C., saying it "constitutes a further attack on post-secondary education in that province".

It resolved to assist any member of the CAUT dismissed or laid off as a result of the Province's Public Sector Restraint Act.

Dr. Shorten said: "We continue to view with grave concern the problems occurring at the universities in British Columbia as a result of the actions of the government of the Province."

"In resolving to defend the rights and interests of our colleagues in that province," she said, "the CAUT Council has confirmed the determination of our Association to resist any abrogation of academic freedom and contractual rights . . . and to protest in public the actions and policies of the Bennett government regarding the universities."

In another action, the CAUT protested the recent imposition of budgetary and wage restraints by the government of Newfoundland. The government's move abrogates "the legal autonomy of Memorial University of Newfoundland," it said, and impairs "the ability of the only university in the province to maintain the quality of post-secondary education and accessibility to university education".



## CAUT Bulletin

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# L'ACPU condamne les gouvernements de la Colombie-Britannique et de Terre-Neuve a cause de leurs attaques contre l'enseignement supérieur

par Helen Baxter

Les chefs des associations de professeurs des universités de tout le pays se sont joints pour protester contre une série de mesures du gouvernement de la Colombie-Britannique qui, selon eux, vont sérieusement nuire à l'enseignement supérieur dans la province.

Réuni à Ottawa le 9 mai, le Conseil de l'Association canadienne des professeurs de l'université a décidé d'appuyer les confrères de la Colombie-Britannique par une action collective et un soutien financier.

L'ACPU a condamné la législation adoptée l'automne dernier par le gouvernement de la province qui, a-t-elle dit, s'en est prise aux droits de l'homme, à la liberté universitaire et à la permanence de l'emploi, à l'autonomie universitaire et aux négociations collectives. L'ACPU a demandé le retrait de la législation.

L'Association a dit que les réductions radicales apportées par la province au financement des universités va les rendre moins en mesure de maintenir la qualité de l'enseignement supérieur.

L'ACPU a condamné la fermeture du Centre universitaire David Thompson, à Nelson (C.B.), et a dit qu'elle "constitue une autre attaque contre l'enseignement postsecondaire dans la province".

Elle a décidé d'aider tout membre de l'ACPU qui est renvoyé ou licencié par suite de la Public Sector Restraint Act de la province.

La présidente de l'ACPU Sarah Shorten a dit: "Nous continuons de voir avec beaucoup d'inquiétude les problèmes qui se produisent dans les universités de la Colombie-Britannique du fait des actes du gouvernement de la province".

"En décidant de défendre les droits et les intérêts de nos confrères de la province, a-t-elle dit, le Conseil de l'ACPU a réaffirmé la détermination de l'Association de résister à l'abrogation de la liberté universitaire et des droits contractuels... et de protester en public contre les actes et les mesures du gouvernement Bennett en ce qui concerne les universités."

L'ACPU, d'autre part, a protesté contre la récente imposition de restrictions budgétaires et salariales par le gouvernement de Terre-Neuve. Le geste du gouvernement abroge "l'autonomie juridique de l'Université Memorial de Terre-Neuve, a-t-elle dit, et rend la seule université de la province moins en mesure de maintenir la qualité de l'enseignement postsecondaire et l'accessibilité de l'enseignement universitaire".

L'ACPU a aussi décidé de se joindre à la campagne de l'Union des associations des professeurs des universités de l'Ontario (UAPUO) concernant la Commission Bovey. La commission de trois membres, qui est censée faire rapport en novembre, doit se pencher sur le développement futur des universités en Ontario et formuler des propositions à cet égard.

L'ACPU va exercer une action de pression et d'information à l'appui de la position de l'UAPUO. Elle va effectuer, en collaboration avec l'association provinciale, une étude portant sur les faits récents intervenus dans l'enseignement supérieur en Ontario et en présenter les conclusions à la Commission Bovey.

L'ACPU a également condamné la récente décision du gouvernement du Québec d'imposer des frais de scolarité différents aux étudiants de l'extérieur de la province. Le geste du gouvernement, a-t-elle dit, était "directe-

ment contraire à la liberté et à l'égalité de l'accès des universités aux étudiants canadiens".

L'ACPU a aussi réaffirmé sa position selon laquelle c'est une obligation morale et éducative pour le Canada et c'est dans son intérêt d'assurer des possibilités de formation aux étudiants étrangers.

L'ACPU a demandé l'abolition immédiate des frais différents pour les étudiants diplômés étrangers, au moins de ceux des 40 nations les plus pauvres selon les Nations Unies, la prestation d'une assurance médicale à ces étudiants sur la même base qu'aux Canadiens et l'octroi, à ceux de ces derniers qui ne sont pas pleinement subventionnés pour douze mois, de la permission de travailler à temps partiel durant l'année ou à plein temps l'été sur le même pied que les étudiants canadiens.

L'Association a souscrit aux propositions

du rapport Symons-Page touchant la création d'un Conseil fédéral-provincial de la politique et des programmes relatifs aux étudiants étrangers et a demandé que le gouvernement fédéral réorganise ses programmes d'aide aux étudiants étrangers comme l'a proposé la Commission.

Le Conseil de l'ACPU a aussi approuvé le renouvellement de l'accord entre l'ACPU et la Fédération des associations de professeurs des universités du Québec et la révision des directives concernant les procédures relatives à la censure, aux négociations collectives et aux enquêtes et de l'énoncé de principes relatif à la nomination des professeurs et à la permanence de l'emploi. Il a approuvé un nouvel énoncé de principes concernant la nomination des bibliothécaires en chef établi conjointement avec l'Association canadienne des bibliothèques collégiales et universitaires.



## Dalhousie University Faculty of Arts and Science DEAN

The current term of the Dean of the Faculty of Arts and Science comes to an end in June, 1985. Persons interested in making application for the position should write to the Secretary of the Advisory Committee, giving full details of teaching, research and administrative experience, and including the names of referees who can be contacted by the Committee.

The Faculty of Arts and Science is made up of over twenty separate departments. The Dean is expected to provide academic leadership to the Faculty, and is responsible for advising the President on appointments, promotions, tenure, and budgetary matters relating to the Faculty.

All replies will be treated in confidence. Replies should reach the Secretary no later than September 30, 1984.

K.A. Dunn  
Secretary, Advisory Committee on the Deanship  
Department of Mathematics, Statistics & Computing Science  
Dalhousie University  
Halifax, Nova Scotia  
Canada, B3H 4H8

## The Chemical Institute of Canada EXECUTIVE DIRECTOR

The Chemical Institute of Canada, with 9,000 members and an annual budget approaching \$1 M, is seeking an Executive Director. Reporting to the Board of Directors and functioning as the executive officer of the Institute, The Executive Director:

- ensures coordination of an extensive network of consultant scientists, subject divisions, local sections and student chapters
  - maintains liaison with government departments, agencies, and other national and international scientific and engineering organizations
  - manages a Head Office staff of 15 and supervises a substantial publishing operation
  - acts as Secretary to the governing Council and Board
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The individual will be expected to join the Institute January 1, 1985 and to assume office six months later.

Applications should be received by July 1, 1984. Reply in confidence to:

Dr. J. C. Richar  
Chairman, Search Committee  
Chemical Institute of Canada  
151 Slater Street, Suite 905  
Ottawa, Ontario  
K1P 5H3



## From the cover

The CAUT also resolved to undertake joint action with the Ontario Confederation of Faculty Associations (OCFA) in its campaign with regard to the Bovey Commission. The three-man commission, which is expected to report in November, will be examining and making recommendations on the future development of universities in Ontario.

The CAUT will carry out lobbying and information activities to support OCFA's position. It will prepare, in co-operation with the provincial association, a study on recent developments in higher education in Ontario for submission to the Bovey Commission.

In other actions, the CAUT condemned the Quebec government's recent decision to impose differential fees on out-of-province students. The government move, it said, was "in direct opposition to freedom and equity of university access to Canadian students".

The CAUT also reaffirmed its position that it is a moral and educational obligation of Canada, as well as being in its best interests, to provide educational opportunities for foreign students.

It called for the immediate abolition of differential fees for foreign graduate students, at least from the 40 poorest nations as defined by the United Nations, the provision of medical coverage for foreign graduate students on the same basis as Canadian citizens, and permission for foreign graduate students not fully funded by grants for 12 months to work part time during the year or full time during the summer on the same basis as Canadian students.

The Association supported the Symons/Page report recommendations for the creation of a Federal/Provincial Council on Foreign Student Policy and Programs and called on the federal government to reorganize its foreign student assistance programs as recommended by the Commission.

The CAUT Council also approved a renewal of the accord between CAUT and the Fédération des associations de professeurs des universités du Québec as well as revisions to the guidelines on censure, collective bargaining and investigational procedures and to the policy statement on academic appointments and tenure. It approved a new guideline on the appointment of Chief Librarians which was developed jointly with the Canadian Association of College and University Libraries.

# Sarah Shorten to serve second term as CAUT President

by Helen Baxter

Sarah Shorten, an associate professor of philosophy at the University of Western Ontario, has been elected to a second term as President of the Canadian Association of University Teachers.

Prof. Shorten, who was warmly applauded by delegates to the CAUT's annual Council meeting for her past efforts on behalf of the Association, set as a top priority for the coming year the defense of colleagues in British Columbia and other provinces in attacks against academic freedom and tenure. She cited as other priorities the preparation of a brief to the Bovey Commission on the future role of Ontario's universities, and the formulation of policy in connection with student fees and student aid.

Prof. Shorten served as Vice-President Internal of the CAUT during 1982/83, is a past-president of the Ontario Confederation of University Faculty Associations, and was on the executive of the University of Western Ontario Faculty Association for several years.

Prof. Shorten received a Masters degree in Greek and Latin from the University of St. Andrews, Scotland, and Masters and Ph.D. degrees in philosophy from Washington University, St. Louis. Her academic specialization is in the areas of Greek philosophy, history of philosophy, epistemology and theory of mind.

## Vice-President Internal

Prof. E.O. Anderson of the Continuing Education Division of the University of Manitoba will be remaining at his post of Vice-President Internal for a second term. As Vice-President, he is charged with administering the Association's internal activities.

Prof. Anderson has had extensive faculty association experience at local, provincial and national levels. He was President of the University of Manitoba Faculty Association

in 1980/81 and served on the CAUT Board of Directors from 1980-83.

During his year as Vice-President, Prof. Anderson chaired the Publications Committee and the *Ad Hoc* Committee to Review the Cost and Efficiency of CAUT Structures. He was also a member of the Policy and Political Action Committee. He regards public education and improved communications with local and provincial associations as well as the membership in general as critical objectives for the CAUT.

Prof. Anderson's academic background is in social and cultural anthropology. He received a Masters degree in anthropology from the University of Manitoba and has pursued doctoral studies in anthropology at Washington State University. His current research interests are in the areas of adult and distance education and prison education.

## Vice-President External

Allan Sharp, professor of physics at the University of New Brunswick, was elected to the position of Vice-President External, replacing Prof. Philip Welch of Dalhousie University. As Vice-President, Prof. Sharp will manage relations with member associations and represent the CAUT with affiliated organizations and in relations with governments.

Prof. Sharp has been active in local, provincial and national faculty association affairs for a number of years. He has served as Vice-President of the Association of the University of New Brunswick Teachers since 1982 and as Chief Negotiator for each of the Association's first three collective agreements. Since 1981, he has been a member of the Council of the Federation of New Brunswick Faculty Associations.

At the national level, Prof. Sharp has served on the CAUT Board and Council and as member of several committees including the Policy and Political Action Committee (P-

PAC), the Publications Committee and the FAPUQ Liaison Committee. As member of P-PAC, he was involved in planning the Association's public education campaign. In the coming year, he will be concentrating his efforts on strengthening alliances with other national associations and with other groups, and on putting the public education campaign into practice.

Prof. Sharp received his Masters and Ph.D. degrees in physics at the University of Waterloo. His research activities involve the use of the techniques of Nuclear Magnetic Resonance to study problems of industrial interest as well as systems of biophysical and medical interest.

## Treasurer

Prof. John Evans of the Department of Psychology at Memorial University has been elected to the two-year post of CAUT Treasurer. He replaces Prof. Edward Maher of the University of New Brunswick.

As treasurer, he will prepare the annual budget and supervise the accounting of the funds of the Association.

Prof. Evans has been an executive member of the local faculty association at Memorial and a CAUT Board member since 1981. He has served on the Elections and Resolutions Committee of the CAUT since 1982. Prof. Evans views the protection of academic autonomy and accessibility to higher education as major tasks for the Association during the coming year.

## Past-President

Prof. Ken McGovern of Campion College, the University of Regina, will continue as Past-President of the CAUT for a second year. He will be responsible for chairing the Elections and Resolutions Committee and will serve as member of the Administration and Publications Committees.



## University of Saskatchewan Professor in Post-secondary Vocational/Technical Education

POSITION: Professor (Tenure Track) in Post-secondary Vocational/Technical Education. Assistant Professor level in the Department of Communications, Continuing and Vocational Education.

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DUTIES: To teach undergraduate and graduate classes in Vocational/Technical Education; supervise graduate students; assist in program development of non-traditional delivery methods; assist in development of post-secondary programs for certificate bachelor's degree and graduate diplomas and degrees; and other regular duties.

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Dr. Naomi Hersom, Dean  
College of Education  
University of Saskatchewan  
Saskatoon, Saskatchewan  
S7N 0W0



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## Assistant Professor Biomedical Engineering Unit

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The position is tenure track, but the successful applicant will be expected to apply, with the University's support, for salary support from external granting agencies. Salary will be in accordance with the university norms at a level appropriate to the qualifications and experience of the individual.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted from all qualified candidates. Deadline for the receipt of applications is 15 July, 1984. Please send a curriculum vitae, a description of career goals and research interests, and the names of three referees to:

J. S. Outerbidge,  
Director, Biomedical Engineering Unit,  
Faculty of Medicine,  
McGill University,  
3655 Drummond Street,  
Montreal, Quebec,  
H3G 1Y6.  
Telephone 514-392-4328.





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It is the desire of the Council to identify the appointee at the earliest possible time. Therefore, please send a CV and the names of three persons for reference to reach:

Chairman, CITA Council  
Canadian Institute for Theoretical Astrophysics  
University of Toronto  
Toronto, Ontario M5S 1A7

Not later than 30 days after the publication date of this advertisement.

In accordance with the regulations of Canadian Immigration, preference will be given to Canadian citizens and permanent residents.

## VICE-PRESIDENT (PLANNING AND RESOURCES)

Applications and nominations are invited for the position of Vice-President (Planning and Resources), Dalhousie University. The University has approximately 10,000 full-time and part-time students, and 1,200 full-time and part-time academic staff in the Faculties of Arts and Science, Administrative Studies, Health Professions, Law, Medicine, Dentistry, and Graduate Studies.

The Vice-President (Planning and Resources) is responsible to the President and works with other Vice-Presidents, the Deans of Faculties and Directors of several administrative offices to advise the President on the coordination of planning processes, reporting to external agencies, computing and communications services, institutional information systems, planning for and relations with non-academic personnel, and academic support and office services. Candidates should hold qualifications appropriate for senior faculty appointment and have suitable experience in administration.

The appointment is normally for a term of five years and would commence at the earliest mutually agreed time in 1984. Applications should include biographical information and the names of three referees. Applications and nominations should be submitted by 15 July, 1984 to: The Secretary, Vice-President Search Committee, c/o Office of the President, Dalhousie University, Halifax, Nova Scotia, B3H 4H6.

Dalhousie University is an equal opportunity employer.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



**Dalhousie  
University**

## Tax man agrees with CAUT

# Sabbatical research grants in lieu of salary are okay!

by Ron Levesque

For the past year, CAUT has been lobbying the federal government to tax artists and faculty members in a manner consistent with their respective occupations. During this lobbying effort, CAUT became aware of another and potentially more disastrous reinterpretation of the tax law by Revenue Canada officials. In Winnipeg, a faculty member was told his tax return for his sabbatical year was going to be reassessed. Revenue Canada in Winnipeg, with the concurrence of officials in Ottawa, had decided that during sabbatical leave research grants could not be given in lieu of salary.

As many of you are aware, this practice is some 10 years old. It was arranged originally through an agreement with Revenue Canada and staff of CAUT/OCUFA. Such a reinterpretation would have serious consequences for scholarship and research in this country. Through the original arrangement, faculty are given the privilege of taking less salary so they can subsidize the conduct of research and scholarship in Canada. The new initiative by the Winnipeg office would have meant that research expenses would have to be paid out of after-tax salary dollars. Clearly, this would have increased the burden for faculty members and probably resulted in fewer dollars being spent by the individual on research.

As this case had implications for the professoriate as a whole, CAUT agreed to handle the member's case. Professor Mis of the University of Alberta's law school, CAUT's consultant on tax matters, agreed to handle the case if it went to the federal tax court.

During investigation of the case, the CAUT staff learned that, with Ottawa's direction, the Winnipeg office of Revenue Canada intended to broaden this search for

"errant" faculty members who take research grants in lieu of salary during sabbatical. The University of Manitoba was informed that Revenue Canada intended to review the University's methods of granting sabbatical research monies.

At the same time, the University was informed that a new interpretation of the attached correspondence from the department had been made by Ottawa officials. In effect, they said that research grants could not be paid in lieu of salary, but must be an amount beyond the sabbatical salary specified in the collective agreement or handbook. The department referred to a New Brunswick case, *Hoyt vs The Minister of National Revenue*. Mr. Hoyt, however, was not a faculty member employed by contract to conduct research as part of his duties. He was a teacher in a non-post-secondary institution who apparently made an arrangement to have part of his leave salary converted to a travel grant. He had promised to report on his travels when he returned to New Brunswick.

Given the seriousness of the situation, a CAUT staff member contacted Revenue Canada. The Department was asked to review the correspondence from the Department on this matter, consider the differences between the Hoyt situation and that of a faculty member, and to inform CAUT of the department's intentions. Last week, Revenue Canada informed the CAUT staff member that it had stopped the reassessment of the faculty member in Winnipeg. Further, officials of the department met with representatives of CAUT (at CAUT's request) and CAUTO to discuss means of avoiding any further confusion. The situation is now resolved.

## Le système universitaire a besoin de reformes

par Jill Greenwell

L'Association canadienne des professeurs d'université a publié les détails d'une nouvelle loi sur l'enseignement post-secondaire qui, espère-t-elle, comblera le vide actuel que présente la politique fédérale-provinciale et mettra fin à la crise financière à laquelle les universités sont confrontées.

Le projet de loi, qui est conçu de façon à ne pas empiéter sur la compétence provinciale en matière d'enseignement, demande au gouvernement fédéral:

- de souscrire à un variété d'objectifs nationaux: libre accès aux universités pour toutes les personnes qualifiées; aide aux étudiants; mobilité interprovinciale des étudiants et des professeurs; enseignement des langues officielles, etc;

- de définir clairement sa responsabilité financière à l'égard de l'enseignement post-secondaire et d'exiger que les transferts fédéraux actuels aux provinces destinés à l'enseignement soient consacrés à l'enseignement post-secondaire;

- d'établir des incitations plutôt que des pénalités afin d'encourager les provinces non seulement à maintenir mais aussi à accroître le niveau de leurs allocations aux universités en supprimant la restriction de 6 et 5% qui

frappe les transferts éducatifs aux provinces, en augmentant les contributions en argent aux provinces qui maintiennent leurs propres allocations aux universités et qui répondent aux objectifs nationaux, et en versant d'autres contributions en argent aux provinces qui accroissent leur part du financement de l'enseignement.

La loi prévoit aussi:

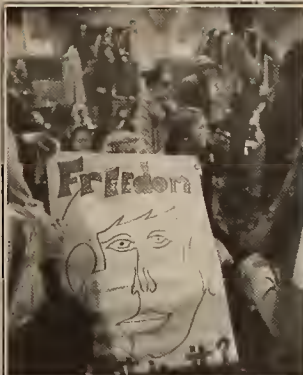
- l'établissement d'un nouveau comité parlementaire de la science, de la recherche et de l'enseignement post-secondaire qui formulera des propositions touchant les subventions en argent aux provinces;

- l'établissement d'un conseil consultatif de l'enseignement post-secondaire où seraient représentés les établissements et le monde de l'enseignement;

- un rapport annuel au Parlement sur l'enseignement post-secondaire présenté par un ministre bien en vue.

Les propositions de l'ACPU n'appuient pas la position récente du gouvernement fédéral ni celle des provinces, mais exposent la position des professeurs d'université quant aux négociations qui devront intervenir dans les mois qui viennent.





Loyola students after sit-in at College

I should say at the outset that I was one of the participants in the year of crisis at Loyola (now part of Concordia) which lasted from June 1969 through to the spring of the following year.

In June 1969 the contract of Dr. S. Santhanam, a member of the Faculty of Science, was not renewed. The consequences were far more profound than anyone at the time could possibly have guessed. Dr. Santhanam had already had a series of one or two year contracts over the past six years.

The lack of a regular procedure in this case was symptomatic of the problems of the College. It had expanded rapidly in the sixties from a small community of some 800 day students in 1959 to one with approximately 4,200 in the day and an almost equal number in the evening.

The aim of the College administration was to create a major university in Montreal which would be both anglophone and Catholic. This dream bumped up against two realities.

The first was the implacable opposition of the Quebec government to the creation of another English university in the province. This reality had already brought a reluctant Loyola administration to the table with Sir George Williams and a report, written by myself and Michael Despland of Sir George Williams, in June 1969 recommended a federation. The Loyola administration never had any intention of implementing any such scheme and regarded the report as faintly treasonable. The consequence of the failure of negotiations was a less favourable deal for Loyola some years later when it was ultimately forced to merge with Sir George Williams to form Concordia University. However, the coincidence of the report and the beginning of the Santhanam case fuelled paranoia on the campus.

The second obstacle was quite simply that Loyola had attempted to expand without seriously trying to create either the bureaucratic or due process procedures needed to govern a major university. The existence of some formal procedures could not deny the fact of one-man rule by the President, the Very Rev. Patrick G. Malone. The result was a growing irritation between the administration and many of the faculty, particularly those invited to join the College in order to facilitate the expansion.

That irritation was focused on the autocratic style of the President and those associated with him. In some ways the confrontation was peculiar because Father Malone had resisted community pressure to impose a narrow view of Irish Catholic morality on the College through censorship or other measures and had raised faculty salaries. But at the same time he kept all real political power in his own hands. The decision not to renew the contract of Dr. Santhanam, however, turned out to be the final straw which provoked a showdown.

Dr. Savage is the Executive Secretary of the CAUT.

## Brian Mulroney and the crisis at Loyola

by Donald C. Savage

In June 1969 the appeal of Dr. Santhanam reached the Senate of the College. It decided to require binding arbitration to settle the issue. The Board of Trustees vetoed that decision. Since the Trustees were all Jesuits and because Father Malone was not only President but official spiritual leader of the community, few regarded this as an independent decision.

Many months later the President explained to the CAUT Council that this action was taken by the Trustees "because there had never been a case of binding arbitration at Loyola, and this recommendation was not in line with any regulations". He added that "the A.U.C.C. was concerned that this case would set a precedent."

By this action the case suddenly transformed from a routine non-renewal to a full-blown crisis. I had just been elected President of the Faculty Association with the usual promises that it would be the quietest year ever. The Faculty Association appealed to the CAUT which began to investigate informally through Université de Montréal law professors Robert Bertrand and L. P. Taschereau.

Meanwhile, the administration counter-attacked, producing a fall term of unprecedented upheaval. The President was

able to persuade the Senate to reverse its stand on Dr. Santhanam but the faculty and student leadership refused to accept that as a solution to the problem.

There were a series of rallies, increasingly vehement polemics in the press and on TV, a face-to-face debate between myself and the President, and endless meetings. In many ways it reflected the politics of the sixties, particularly the desire for participation and the sense that formal institutions seemed incapable of providing justice to ordinary decent people. There was also a brief strike by some staff and students. The photographing of those on the picket line by a paid photographer situated in the tower of the main building symbolized the state of relationships.

It would be a mistake, however, to see the faculty at Loyola as a homogeneous force for reform. As pressure built during the fall both the faculty and the student associations began to come apart.

In the faculty association there were three camps: those for the administration, those against it and those uneasily in the centre. The fact that the association had four presidents that year richly testifies to the strength of the divisions. In November, I was voted out of the presidency by a vote of

Adnan Lunny/Montreal Gazette/Public Archives of Canada/PA-137161



Mock Funeral by Loyola students and faculty, January 1970



Brian Mulroney in House of Commons

106-94. The President of the Student Association was also forced from office.

The same day as the faculty association vote, the Senate Executive released a statement saying: "Be it resolved that from this time forward all members of the Loyola community under the academic jurisdiction of this Senate are ordered to cease and desist in their efforts to achieve a reversal of this Senate's decision with regard to Dr. Santhanam". This, of course, referred to the reversal of the decision of the Senate taken in June.

There was also a bomb explosion on the campus causing \$100,000 damage which a spokesman for the administration hinted was the work of the so-called extremists on the faculty. In fact it was subsequently proved to be the work of the FLQ.

On December 15 the administration did not renew the contracts of 23 supporters of Dr. Santhanam. The 23 came from a wide variety of departments but the single largest concentration was among instructors in the English Department. The most junior were chopped and the reason was made clear by one administrator who informed me that I would have been fired on the spot if I had not had tenure.

These non-renewals had been widely expected. In fact, the Vice-President had been hissed from the room at a Faculty Association meeting called a week earlier in anticipation of such action. That evening the Faculty of Arts Council voted no confidence in the Vice-President. Polarization seemed complete.

Two days later in the Senate I moved to suspend business to discuss a matter of urgent importance. The President, who was chairing, ruled the motion out of order on the grounds that firing more than 10 percent of the faculty was not a matter of sufficiently urgent importance to warrant discussion. The chair was upheld. Prof. Bob Hanrahan, then chairing business administration, read a statement denouncing the actions of the chair and walked out of the meeting, after which nothing of consequence was discussed.

Despite the advice of CAUT to the contrary, those who supported both Dr. Santhanam and the 23 victims formed a rival faculty association called the Association of Loyola Professors (later the Ad Hoc Committee). Ninety-two members joined and paid the fees. Having formed ALP, it was not easy to decide what to do next. There seemed no likely developments and an atmosphere of gloom pervaded the group.

The committee called for trusteeship to be imposed by the provincial government but did not really believe it would happen. However, one of the members, Prof. Terry Copp, knew a rising young Montreal lawyer named Brian Mulroney then with the firm of Ogilvy, Cope, Porteous — a well-known management law firm ensconced in the tower of Place Ville Marie. We decided to ask him for advice. What we really wanted was an effective outside inquiry but we had no idea of how to get it.

We met December 23 and Mr. Mulroney said the then Union Nationale government



in Quebec City might be persuaded to set up some type of inquiry provided we kept the whole matter a secret and acted quickly. He recognized this was asking a lot in an academic milieu. We were also to follow his political advice to the letter, namely that ALP seek an inquiry rather than trusteeship. We promised and he began to make contacts over the Christmas holidays. These resulted in a delegation going to Quebec City at the beginning of January.

Meanwhile, the students were staging a sit-in at the college, and at least one well-known radio commentator at the time seemed to be trying to goad them into violence—a tactic which they eschewed even when the riot squad was called to evict them. At the same time, the Chairman of the English Department resigned and explained his decision at a meeting of 600 students. A *Montreal Star* editorial concluded that this "episode, like many of those which preceded it, can only harm Loyola's reputation in the general academic community." This was one of many editorials critical of the Loyola administration by the *Star*.

Mr. Mulroney was as good as his word. The Quebec Government agreed to an inquiry and set it up immediately under Prof. Perry Meyer, then of the Faculty of Law at McGill University. We also kept our side of the bargain and the news, which we telephoned to the administration from Quebec City, came as a thunderclap. We had asked Mr. Mulroney to be our counsel, but he pointed out that we could not possibly afford him every day for weeks on end. He would, however, do it on the basis that the faculty could argue much of the detailed case just as well as he. He would get it started, give regular advice, be available by telephone whenever the College lawyer raised a legal question, make periodic appearances to keep the administration honest and make the summation at the end.

In fact, although no one in ALP realized it at the time, Mr. Mulroney really won the case before it ever started. There was a certain muddiness about the situation because the Quebec government had not set any terms of reference or specified any powers of adjudication. Prof. Meyer decided to try to get these by agreement. But who should agree? There were now two faculty associations, and it was the non-recognized one which had secured the inquiry.

Prof. Meyer allowed representatives of all the interested parties to attend these discussions to the great annoyance of the administration and the official faculty association which was in the hands of those who supported the purge. They would, within a few days, be themselves voted out of power by a vote of 103-28 and replaced by a new team headed by Prof. Hanrahan. Prof. Meyer then searched for some terms of reference.

Mr. Mulroney listened to the arguments for several days. He persuaded us not to advance the argument of a conspiracy or political purge which were difficult to prove in law although almost everyone in ALP believed they had existed. He then suggested the terms of reference should be to test through binding arbitration the reasons offered by the President to the media, namely financial exigency and the question of merit, which could be dealt with as matters of fact.

The administration was trapped by its own incautious rhetoric. When it seemed as though the administration would not agree, Mr. Mulroney threatened to leave the inquiry, inform the Quebec government and call a public meeting on the Loyola campus. The College agreed, and Prof. Meyer was invested with the required powers. Mr. Mulroney had outmanoeuvred both the President and his advisors and allies.

By this time, in my judgment, the issue for Mr. Mulroney had grown from being a favour to a friend to a growing anger that the administration of a Catholic College was not only operating in an unjust way but was victimizing young members of the staff simply because others were protected by tenure. It is true that the more radical members of ALP found Mr. Mulroney less than totally sympathetic.

Unlike a minority of the faculty and



Police at Loyola College to force evacuation of sit-in students and faculty

students who supported ALP, Mr. Mulroney wanted to save the College from itself so that it could continue to be a viable and useful Catholic institution. It was never his view that the College should be transformed politically—only that there should be due process, constitutional procedures, and justice to the December 15th victims. It should be remembered that in the previous year Mr. Mulroney had inquired into a confrontation in the Federation of English Catholic Charities in Montreal with much the same ends in mind.

Mr. Mulroney also found that the College could put pressure on Ogilvy, Cope, Porteous of a kind that is not hard to imagine. Fortunately, both the firm and Mr. Mulroney ignored these pressures.

It was agreed that the task of Prof. Meyer would be twofold. He would act as an arbitrator with binding powers in the cases of all those non-renewed that famous

December. These had grown by six since some other faculty, who had not been prominent in the agitation for Dr. Santhanam, were also not renewed for what turned out to be reasons that had little or no connection with the crisis at the College. He would also make a non-binding report on the structures of Loyola and how they might be improved in the light of the current confrontation. Finally the case of Dr. Santhanam would be left with the CAUT.

The hearings went on for weeks. Prof. Copp was the principal organizer on the side of ALP. Mr. Mulroney made periodic appearances at the inquiry as promised, consulted on the strategy and made a devastating summation at the end. The process itself, plus the cool, tough rationality of Mr. Mulroney and the even-handedness of Prof. Meyer reduced the temperature considerably at Loyola. Mr. Mulroney, Prof. Copp and

I provided Prof. Meyer with a plan which, while upholding management rights since there was no financial exigency clause at the College, would restore everyone to their jobs and provide for testing the enrolment predictions the following year. We also made suggestions on procedural reform.

The result was stunning. Prof. Meyer ordered 21 of the 23 who regarded themselves as the victims of the purge, reinstated (one had resigned). Only in the Classics Department had the administration been able to make any form of credible argument based on financial exigency. In the following years, enrolment rose and the management's predictions were proven wrong. Layoffs became unnecessary except for those involved when the Quebec government abolished the CEGEPs in all three anglophone universities.

Having delivered the victory to Mr. Mulroney, Prof. Meyer then went on to write a report designed to try to persuade the Jesuit administration to reform the institution. He stated there had not been a "political purge" but a lack of procedures and consultation. This was the result of the one-man rule of the President which had polarized the campus during the growth of the student body and the advent of a large number of new professors. Prof. Meyer recommended a series of procedural changes in the operations of the College to bring it into line with other Canadian institutions.<sup>3</sup> The victory party with Mr. Mulroney in the Faculty Club was one of the more memorable events of that remarkable academic year.

As is often the way, the administration tried to weasel out of the award by writing new and objectionable contracts for those who had been restored. Mr. Mulroney saw to it that the contracts were revised and offered properly.

Meanwhile the CAUT Council had hardly distinguished itself in the handling of the Santhanam case. The committee of inquiry found Loyola at fault. It considered that after six years (seven if one counted the year in question) at the College Dr. Santhanam had *de facto* tenure and his contract should not have been terminated without an arbitration. The committee members were Prof. Bruce Dunlop (Law, Toronto), A. E. Malloch (McGill) and E. J. Monahan (CAUT).<sup>4</sup> The Academic Freedom and Tenure Committee concurred, but the Council refused to go along. It rejected the motion supported by the Academic Freedom and Tenure Committee for the censure of Loyola but agreed to a deal with the administration for a cash settlement for Dr. Santhanam and a plan to implement the Meyer recommendations. This provoked the resignation of Prof. Bruce Dunlop, who chaired the Committee, and the *Montreal Star* of April 6 reported that I did not seem very happy at the outcome.

Nevertheless, the combined pressure of the CAUT, the Meyer inquiry, and the local faculty persuaded Loyola to actually implement reforms to create an effective appeal process. This system prevented any recurrence of the crisis and lasted until Loyola merged with Sir George Williams to form Concordia University.

The events of 1969-70 not only showed Mr. Mulroney to be a skilled negotiator but also someone willing to defend academic freedom and due process.

The Loyola scene, particularly its administrative style, has entered the folklore of Canada because one of the English instructors who was fired at Loyola that year was novelist John Metcalfe. The curious might want to read his novel *General Ludd* whose characters, of course, bear no relation to any individuals living or dead.

1. Minutes of the CAUT Council, 4 April 1970.
2. The *Montreal Star*, 8 January 1970.
3. Inquiry into the situation at Loyola College with special reference to the non-renewal of contracts, 1970.
4. The AUC also set up a committee of inquiry which made no effort to interview Dr. Santhanam, his lawyer or his academic advisors. It concluded that the position of the College administration was justified.



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Bulletin readers are invited to place notices of conferences, calls for papers and announcements of publications in the September, December and April issues of the magazine free of charge.

The notices must be typed double-spaced in a single paragraph starting with an underlined heading and must not exceed 100 words in total. Copy deadlines are as follows: September issue — July 27, December issue — October 26, April issue — February 25.

Please direct requests to "Noticeboard", Liza R. Duhaime, CAUT Bulletin, 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7.



# FAPUQ oppose les frais de scolarité additionnels des étudiants non-québécois et étrangers

par Michel Croteau

La Fédération des associations de professeurs des universités du Québec (FAPUQ) trouve que la récente augmentation des frais de scolarité des étudiants non-québécois dans les universités ainsi que les décisions qui accompagnent cette hausse constituent des mesures tracassières, humiliantes et appauvrissantes pour le Québec.

La FAPUQ s'est toujours opposée aux politiques de frais additionnels écartant les étudiants étrangers des universités québécoises. L'augmentation des frais de scolarité des étudiants étrangers (ils passeront de 4 350 \$ à 5 800 \$ par année) ne servira qu'à dissuader les étudiants et appauvrira le Québec. Dans les milieux universitaires à travers le monde, on s'entend sur la richesse des échanges qui résultent de la cohabitation avec les étudiants étrangers, particulièrement aux cycles supérieurs.

L'augmentation des frais de scolarité, en écartant ces étudiants, ne fera que nuire à la qualité de l'enseignement et de la recherche universitaire. La Fédération s'interroge donc

sur la compétence d'hommes politiques à juger de l'importance des avantages pédagogiques et culturels de la présence d'étudiants étrangers et allophones à tous les niveaux universitaires et spécialement aux cycles supérieurs.

La FAPUQ est très préoccupée par ailleurs de la décision du gouvernement d'augmenter à 1 000 \$ par année les frais des étudiants canadiens désireux de s'inscrire dans les universités québécoises. Surtout, elle est sidérée de voir que le gouvernement du Québec n'encouragera la conclusion d'accords de réciprocité qu'en faveur des étudiants francophones du Canada. Ce geste peut être discriminatoire à l'endroit des anglophones, mais en plus, il peut avoir des effets désastreux sur les étudiants québécois qui voudront étudier ailleurs au Canada. En guise de représailles, les autres provinces pourraient être amenées à limiter l'entrée de leurs universités aux candidats québécois.

La décision du gouvernement témoigne

une fois de plus, selon la FAPUQ, des menaces qu'il fait peser sur l'avenir de l'enseignement supérieur au Québec. Lorsqu'il a décidé d'augmenter les frais de scolarité des étudiants non-québécois, le gouvernement a aussi imposé une nouvelle compression qu'il s'est bien gardé de publier. En taxant les étudiants, il récupérera des universités une somme de 7,3 M \$ sur deux ans, dont 3,7 M \$ dès la prochaine année. Les actions négatives et répétées du gouvernement du Parti québécois à l'endroit des universités et de leur financement ont pour effet de limiter l'accès à l'université et de compromettre de plus en plus gravement la qualité de l'enseignement et de la recherche.

La FAPUQ a adressé un télégramme au ministre de l'Éducation et au Conseil des ministres leur faisant part de son point de vue. Elle rappelle au gouvernement qu'il a négligé de consulter les professeurs d'université sur les effets de ses dernières décisions.

Michel Croteau, est agent d'information à la FAPUQ.

The province of Quebec has recently imposed differential fees on Canadian students from provinces other than Quebec and has substantially increased the fees for foreign students. The Fédération des associations de professeurs des universités du Québec (FAPUQ) has vigorously opposed both these decisions. Furthermore, the CAUT Council, at its annual meeting in May, deplored "the imposition of differential fees by the province of Quebec on out-of-province students, since this decision is in direct opposition to freedom and equity of university access to Canadian students".

## Erratum

The *Bulletin* apologizes for omitting the name of Prof. R. MacGillivray of the Department of History at the University of Waterloo from his letter "Strip Scholars of liberty" appearing on page 6 of the May 1984 issue.

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Canada

## L'ACPU déplore le lock-out à l'Université Laval

Last fall, the Union of Support Staff at Laval University (SEUL) set up a series of rotational strikes, provoked by opposing views on job security between the Union and the University. At the beginning of December, however, the support staff union proposed a truce to allow students to write their Christmas exams. In early January, the University declared a lock-out just after the Union rejected the University's final offer. The following letter regarding the lock-out was sent to the Rector of Laval University, Mr. Jean-Guy Paquet, by CAUT President Sarah Shorten.

\*\*\*\*\*

Rappelons que l'automne dernier le Syndicat des employés de soutien de l'Université Laval (SEUL) déclenchait une série de grèves rotatives. Celles-ci avaient été provoquées par le différent opposant le SEUL à l'Université Laval surtout sur la sécurité d'emploi. Mais au début décembre, le SEUL proposait une trêve afin de permettre aux étudiants d'écrire leurs examens dans le calme. Finalement, au début janvier, l'Université déclarait le lock-out juste avant que le Syndicat se prononce sur les dernières offres de l'employeur. La lettre suivante a été envoyée au recteur de l'Université, M. Jean-Guy Paquet, par la présidente de l'ACPU, Sarah Shorten au sujet du lock-out.

Monsieur le Recteur,

Le Bureau de direction de l'Association canadienne des professeurs d'université (ACPU) s'est penché récemment sur la question du lock-out des employés de soutien de l'Université Laval. Le Bureau de direction déplore le fait d'une telle mesure ait été utilisée par l'Université au début de janvier 1984 alors que le SEUL s'était engagé à n'exercer aucun moyen de pression avant leur réunion prévue vers le 12 janvier 1984. Un tel lock-out aurait pu avoir des effets extrêmement néfastes sur la vie universitaire s'il était prolongé. En particulier, les projets de recherche des professeurs et le semestre des étudiants auraient été compromis. Déclarer un lock-out était donc une action extrêmement sérieuse qui ne devrait être employée que si aucune possibilité de règlement n'existait. Comme le syndicat (SEUL) semblait faire preuve à ce moment-là de bonne volonté, nous ne pouvons qu'interpréter ce lock-out que comme une tentative de provocation et d'intimidation.

Monsieur le Recteur, le SEUL est le Syndicat des employés de soutien, des distingués.

la Présidente,  
Sarah J. Shorten

## CAUT BULLETIN

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### Erratum

The Bulletin apologizes for an error in the review "Demystologizes Canada's role in Third World" by Prof. Linda Freeman appearing on page 39 of the May 1984 issue. The third last paragraph should have read as follows (the correction appears in italics):

At the same time, because their emphasis is so strongly focused on the international dimensions of North-South relations, they fail to bring into focus the structures of production and power and the political and economic forces in Canada which keep policies moving in a diametrically different direction than the ones they propose. To escape the charge of idealism, that all that is necessary for change is the right idea, the carefully considered option, the authors need to bring their analysis home to look carefully at the internal factors which shape the Canadian state before they can offer practical political options for the present. Otherwise, the analysis degenerates at times into what each author would like to see in the best of all possible worlds.



## Canadian Conference on NUCLEAR WAR The Search for Solutions

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- Dr. Joanna Santa Barbara, Child and Family Psychiatrist
- Dr. Anatol Rapoport, Professor of Peace Studies, University of Toronto
- Admiral Robert Falls, CAF (Ret.), former chairman of the NATO Military Committee

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- The Deterioration of East-West Relations
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- Canada's Role in Promoting Arms Control and Disarmament

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**MOUNT SINAI HOSPITAL, TORONTO, ONTARIO.** Division of Microbiology. Head, Mount Sinai Hospital, Toronto, Ontario, a 540 bed acute care, general teaching hospital, fully affiliated with the Faculty of Medicine, University of Toronto, requires a medically qualified Head of the Division of Microbiology. Applicants must have experience in providing diagnostic microbiological services appropriate to an active, general teaching hospital and will be expected to be active in the Infection Control Program and to work in close liaison with the Department of Medicine's Infectious Diseases Service. The Division of Microbiology is approved for the teaching of medical microbiologist trainees from The University of Toronto, as well as for the teaching of technology students. The successful candidate will have his FRCP (C) or

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equivalent; be eligible to practice medicine in Ontario; will have teaching and administrative experience; and be interested and capable of developing an active research program. An appropriate Professorial rank in the Department of Medical Microbiology will be available. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please send Curriculum Vitae as soon as possible to: Search Committee, Head of the Division of Microbiology, c/o Room 335, Mount Sinai Hospital, 600 University Avenue, Toronto, Ontario, Canada, M5G 1X5.

## ACCOUNTING

**THE UNIVERSITY OF THE WEST INDIES, ST. AUGUSTINE, TRINIDAD, W.I.** Accounting. Applications are invited for the post of Professor in Accounting in the Department of Management Studies specializing in Financial and Management Accounting. Applicants should possess a Ph.D. from a good university and professional Accountancy qualifications. Salary per annum: TT\$91,788 - \$111,372.

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## ANIMAL SCIENCE

**NOVA SCOTIA AGRICULTURAL COLLEGE.** Department of Animal Science. Applications are invited for an Animal Science position with specialization in Animal Behavior. The position is subject to budget approval but selection and appointment should be prior to the fall semester. The preferred qualification is a PhD with specialization in Animal Behavior. Strength and interest in horse or other livestock management would be an asset. Teaching will be approximately half-time. The balance will be divided between research and service with the weighting be-

ing established at the time of selection. Letters of application with a personal résumé and the name of three references should be forwarded to: Dr. L. M. Cock, Head, Dept. of Animal Science, Nova Scotia Agricultural College, P.O. Box 550, Truro, Nova Scotia, B2N 5E3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**NOVA SCOTIA AGRICULTURAL COLLEGE.** Department of Animal Science. Applications are invited for a Faculty Animal Science position with specialization in Animal Products. The position is subject to budget approval but selection and appointment should be prior to the fall semester. The preferred qualification is a PhD in either Animal Science or Food Science. Strength and interest in horse or other livestock management would be an asset. Teaching will be approximately half-time. The balance will be divided between research and service with the weighting being established at the time of selection. Letters of application with a personal résumé and the name of three references should be forwarded to: Dr. L. M. Cock, Head, Dept. of Animal Science, Nova Scotia Agricultural College, P.O. Box 550, Truro, Nova Scotia, B2N 5E3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ARCHITECTURE

**UNIVERSITY OF WATERLOO.** Architecture. The School of Architecture, University of Waterloo, is accepting applications from qualified persons for the position of Assistant Professor (definite-term; one or two year contract with possibility of renewal). Can-

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didates should be accomplished designers with a masters degree in architecture, professional registration, and teaching experience. Duties will include teaching and coordinating two terms per year in upper level design studios in the School's undergraduate programme, research, and committee work. The minimum salary will be \$25,300 per annum. Preference will be given to Canadian citizens and landed immigrants. Inquiries should be sent to Larry Richards, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, N2L 3G1, before June 29, 1984.

## BIOCHEMISTRY

**UNIVERSITY OF ALBERTA.** Department of Biochemistry. Applications are invited for the position of Professional Research Associate (Protein Crystallographer). This position will involve X-ray crystallographic studies on two enzymes which have been purified to homogeneity in this laboratory. Candidates should possess a Ph.D. degree in the area of X-ray Protein Crystallography and have had at least two years of post-doctoral training in this area. This position is available on Jan. 1, 1985, and is a continuing position, subject to availability of funds from the supervisor's M.R.C. grant. Salary will start at \$23,125 per annum for an individual with two years of post-doctoral training. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Government immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. N. B. Madsen, Dept. of Biochem., Univ. of Alberta, Edmonton, Alberta, Canada, T6G 2H7 (Tel. 403-432-3266), by June 30, 1984.

## BIOLOGY

**MOUNT SAINT VINCENT UNIVERSITY.** Biology. The Department of Biology, Mount Saint Vincent University, invites applications for a full-time position at the rank of Assistant Professor beginning July 1, 1984. Applicants should have a Ph.D. and be prepared to teach botany/ecology. Applicants must have the ability to teach effectively and have a commitment to research. This position is subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2Y1. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents.

**THE UNIVERSITY OF GUELPH.** Molecular Biology and Genetics. The University of Guelph which has recently established a Department of Molecular Biology and Genetics is seeking a faculty member with research interests in the molecular biology of development who will participate in the undergraduate and graduate teaching programs. Potential candidates should have had post-doctoral experience and be familiar with tissue culture, cloning and recombinant DNA procedures. The position is a tenure-track appointment and will be made at the assistant professor level. Applications are also invited from individuals interested in Molecular Biology wishing to join a new department and willing to apply for their own salary support from a National Funding Agency. These individuals would be expected to participate in the functioning of the department. The individuals who will form the nucleus of this new department include those with research interests in the cell and molecular biology of gene expression, developmental biology, and genetic recombination. Positions subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and the names of 3 referees, before June 1, 1984, to: Dr. Bruce H. Sells, Dean and Chairman of Molecular Biology and Genetics Research Committee, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

**UNIVERSITY OF GUELPH.** Environmental Biology. Apiculture. A tenure-track position is available in the Department of Environmental Biology, University of Guelph, for an Assistant Professor in Apiculture. In addition to a well known international program in Apiculture the University of Guelph has well-established programs of teaching, research

and extension in Apiculture to which the applicant would be expected to contribute. Approximately one half of the incumbent's time will be spent on extension. The remainder will be divided between teaching a diploma course in Apiculture, applied research in Apiculture and graduate student supervision. Qualifications: A Ph.D. with specialization in Apiculture at the post-graduate level, and a sound knowledge of commercial beekeeping. The ability to identify problems related to beekeeping and provide leadership in solving them. The ability to work closely with other researchers in the field of apiculture and to work with commercial beekeepers in an extension role. Demonstrated excellence in teaching will be a factor among the qualifications sought. The position is available September 1, 1984, contingent on the availability of funds. Salary will be commensurate with experience. Applications, including a complete curriculum vitae, academic transcripts and the names of three references should be sent to: The Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: July 15, 1984. Applications from individuals with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WINDSOR.** Department of Biology. Applications are invited for a tenure-track position at the rank of Assistant Professor level. Qualifications include a Ph.D. and post-doctoral experience in plant biology preferably in plant molecular or evolutionary genetics. A background in plant systematics would be desirable. The successful applicant will be expected to establish a vigorous independent research program which will complement ongoing programs in molecular and developmental biology in the department. The position will become available beginning September 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward an up to date curriculum vitae, a statement of their teaching and research interest, and arrange to have three letters of reference sent to: Dr. A. H. Warner, Department of Biology, University of Windsor, Windsor, Ontario, N9B 3P4 by June 30, 1984.

**UNIVERSITY OF OTTAWA.** Biology. Postdoctoral position is available from August 1, 1984 to join a group conducting light and electron microscopic immunocytochemical analysis of methylmercury effects on the cytoskeleton in cultured neuronal cells. Background in tissue culture, electron microscopy, immunocytochemistry desirable. Position tenable for up to two years; salary range \$18,000 to \$20,000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications, including curriculum vitae, representative reprints, and the names of three references, should be sent to: Dr. David L. Brown, Department of Biology, University of Ottawa, Ottawa, Canada, K1N 6N5.

**MCGILL UNIVERSITY.** Redpath Museum. Research Fellowships in Biology and Paleontology. The Redpath Museum, McGill University, invites applications from Canadian citizens and landed immigrants in Canada who wish to be sponsored for NSERC University Research Fellowships. The Museum has important collections in the areas of Invertebrate Paleontology, Paleobotany, Malacology and Mammalogy. NSERC University Research Fellowships are awarded for five years, carry a salary at the Assistant Professor level, and include financial support for research. Send curriculum vitae, representative reprints and three letters of reference by September 1, 1984 to: Dr. R. L. Carroll, Redpath Museum, McGill University, 859 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6.

**YORK UNIVERSITY.** Faculty of Science. Applications are invited for a tenure-track position beginning September 1984, as an Assistant Professor in the Department of Biology. If a suitable candidate cannot be found, the position may be filled on a temporary basis. Candidates must have a Ph.D. and postdoctoral experience. Specific interests in molecular biology and the names and addresses of three referees should be sent to Dr. D. M. Logan, Department of Biology, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 1P3. Applications deadline is

July 15, 1984. This position is subject to final budgetary approval. In accordance with Canadian immigration regulations (this advertisement is directed to Canadian citizens and permanent residents).

## BOTANY

**UNIVERSITY OF TORONTO.** Department of Botany. The Botany Department, University of Toronto is seeking candidates in genetics and other faculty positions at the Assistant Professor level (NSERC University Research Fellowships). Applicants should have an interest in research and teaching in the genetics of plants in population, developmental and/or molecular biology. Successful candidates may be eligible for tenure stream faculty appointments. Salary will be at the Assistant Professor level and commensurate with experience. They will be expected to teach plant genetics, conduct independent research programmes and collaborate with other faculty in the Department in the development of an active research group in genetics. The successful applicant's appointments would start as soon as possible after April 1, 1985. Send c.v. and 3 letters of reference to: Dr. J.P. Williams, Chairman, Department of Botany, University of Toronto, Toronto, Ontario M5S 1A1. Closing date for receipt of applications is August 1st, 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## BUSINESS ADMINISTRATION

**UNIVERSITY OF WATERLOO.** Business Administration. Accounting — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send resumes to: Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as assistant professors.

**UNIVERSITY OF NEW BRUNSWICK.** Business Administration. Faculty of Business Administration invites applications in Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is MBA with a good academic record. Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1984 or January 1, 1985 as convenient. Successful candidates will teach in BBA and MBA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, Bag Service #45555, Fredericton, New Brunswick, Canada E3B 5E5.

**UNIVERSITY OF WINDSOR.** Faculty of Business Administration. Full-time (tenure-track or limited term) and seasonal positions available in the following fields: (i) Accounting (ii) Administrative Studies (includes Personnel, IR, management etc.) (iii) Finance (iv) Management Science (v) Marketing (vi) Business Strategy and International Business. PhD (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send

résumé to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N3B 3P4. Preference will be given to Canadian citizens and permanent residents.

**YORK UNIVERSITY. ATKINSON COLLEGE.** Business Administration/Commerce. Applications are invited for a full-time tenure-stream or contract limited position in the Department of Administrative Studies, which offers courses leading to the Degree of Bachelor of Administrative Studies (Ordinary and Honours) within Atkinson College. The College offers part-time evening programmes for students pursuing undergraduate degrees in Administrative Studies, Arts and Sciences in York University. Ability to teach and to carry out research in the area of Real Estate, possession or near completion of a doctoral degree or equivalent qualification in a Real Estate related field (e.g. urban economics, financing, appraisal) and appropriate practical experience are required. Experience in teaching mature students and with distance education, and a knowledge of French would also be desirable. Rank and salary will depend on qualifications and the duties of the post is also dependent on final budgetary authorization. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. A curriculum vitae and the names of three referees should be sent immediately to: Dr. V.S. MacKinnon, Chairman, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 2R7.

## CANADIAN STUDIES

**YORK UNIVERSITY. ATKINSON COLLEGE.** Canadian Studies Programme. Applications are invited for a one year contractually limited appointment as Acting Co-ordinator/Assistant Professor of the Canadian Studies Programme. Duties include: (i) The supervision of the programme with the advice of an inter-departmental committee; (ii) Student communication and counselling; (iii) Teaching interdisciplinary core courses essential for a Canadian Studies degree. Required: Ph.D. or equivalent, and publications; Experience teaching adult students and in interdisciplinary courses in Canadian Studies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae and the names of three referees should be sent to: Professor Peter Such, Co-ordinator, Canadian Studies Programme, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 2R7.

## CHEMISTRY

**YORK UNIVERSITY.** Department of Chemistry. Assistant Professor. Atmospheric Chemistry. Applications are invited for a tenure-track appointment. The applicant should have a Ph.D. degree and a record of accomplishment in experimental atmospheric chemistry. Dedication to excellence in research, as well as in teaching at the undergraduate and graduate levels, will be expected. The closing date for applications is July 31, 1984. Candidates will be notified of the outcome before December 15, 1984. Applications consisting of a curriculum vitae, a summary of interest in, and plans for research and the names and addresses of three referees should be sent to: Dr. Colin R. McArthur, Chairman, Department of Chemistry, York University, 4700 Keele Street, Downsview, Toronto, Ontario, M3J 1P3, Canada. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## CHINESE

**THE UNIVERSITY OF ALBERTA.** Chinese. The University of Alberta, Department of East Asian Languages and Literatures announces two positions in Chinese: Assistant Professors (tenure-track). The candidates should have a Ph.D. (completed or nearly completed) in Chinese language, literature or linguistics, and a high level teaching experience, publications and native-like command of spoken and written Chinese. Duties



will include teaching at all levels, possibly including literature and classical Chinese, the development of new courses, and other duties in line with tenure-track positions. The salary will be approximately \$30,000 per year depending upon experience and qualifications. The appointment will begin September 1, 1984, or as soon as possible thereafter. Candidates should send a complete résumé, three letters of reference, and if at all possible, a five-minute conversational tape (with someone of opposite sex). R. Munro, Chairman, East Asian Languages and Literatures, University of Alberta, Edmonton, Alberta, T6G 2H4. Applications will be received until June 30, 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## COMPUTER SCIENCE

**DALHOUSIE UNIVERSITY. Computing Science.** 1. Assistant Professor, tenure-track positions subject to budgetary approval. 2. Ph.D. in any area of computer science, or equivalent. 3. Teaching and research in computing science. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of 3 references to: Dr. K. Dunn, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S. B3H 4H6. 6. Effective July 1, 1984. 7. Closing Date: When the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF NEW BRUNSWICK. School of Computer Science.** 1. Tenure-track positions at Assistant or Associate Professor level. 2. Ph.D. (or bearing completion of this degree) in Computer Science desirable. Various areas — operating systems, software engineering, digital systems and networks, systems design, micro-processors, computer graphics, information systems, artificial intelligence, and numerical methods. 3. Teaching at the undergraduate and graduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. 6. Starting July 1st, 1984 or until filled. 7. Deadline: When position filled.

**ACADIA UNIVERSITY. School of Computer Science.** Applications are invited for one or more three-year tenure-track appointments beginning July 1, 1984, and two assistant appointments beginning 1 September, 1984, in any specialty area. A Ph.D. in Computer Science or a closely related area is preferred, but candidates with an M.Sc. will be considered. Duties include undergraduate and M.Sc. teaching, curriculum development, and the usual administrative duties for the tenure-track positions. Rank and salary commensurate with qualifications and experience. Include name, address, and phone number of at least two referees, and apply to: Dr. W. Grehal, Chairman of Selection Committee, School of Computer Science, Acadia University, Wolfville, N.S., Canada, B0P 1X0. For further information, please write to this address or phone (902) 542-2201 (469). In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**WILFRID LAURIER UNIVERSITY. Physics and Computing.** Applications are invited for a continuing position in the Department of Physics and Computing. The successful candidate should have a Ph.D. in Computer Science. An excellent undergraduate teaching record with a productive research program or a demonstrated potential to carry out same would be a definite asset. Additional experience in some of the following areas would be desirable: computer virus, operating systems design, data base technology, graphics, artificial intelligence simulation, CAD/CAM. The appointment will be effective July 1, 1984 or later with rank and salary commensurate with qualifications. The position is open until a suitable appointment can be made. Applications, including curriculum vitae and the names of three referees should be sent to: Dr. John Lit, Chairman, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## EDUCATION

**LAKEHEAD UNIVERSITY. School of Engineering. Civil Engineering —** A three-year position at the rank of Assistant Professor. Expertise desired in one or more of the following: Highway Engineering, Water Resources, Hydrology, Municipal Engineering, Electrical Engineering — A one-year term position, open at any rank. Expertise in Circuits, VLSI experience desirable. Ph.D. or M.Sc. with relevant experience. Strong undergraduate teaching capable of conducting research in the area of specialization or related fields. Salary commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a detailed résumé and the names of three referees to: Dr. R. G. Rosehart, Dean, Faculty of University Schools, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

## ENGINEERING

**UNIVERSITY OF OTTAWA. Department of Mechanical Engineering. Faculty Position.** Applications are invited for a tenure track position at the Assistant Professor level. In addition to ability to teach in French and English at the undergraduate and graduate levels, the successful candidate will have a strong research background. A Ph.D. degree in Mechanical Engineering or a closely related area is required. It is preferred that the duties commence September 1, 1984, but applications will be accepted beyond that date, if the position remains unfilled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Details of experience and names of at least three referees, should be addressed to: Professor S. Mirza, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5; (613) 231-4292.

**UNIVERSITY OF MANITOBA. Electrical Engineering Department.** Research associate position in applied electromagnetics and antennas. The applicant must have a doctorate degree in any of the above areas, with a strong analytic background in both and a demonstrated interest in research. A familiarity with computer applications to the electromagnetic field problems is essential. The position is for a period of one year, with a possible extension, depending on the availability of funds. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. A resume, including the names and addresses of two referees, should be addressed to: Dr. R. M. McPherson, Head, Department of Electrical Engineering, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for receipt of applications is August 1, 1984.

**UNIVERSITY OF WATERLOO. Department of Electrical Engineering.** Applications are being accepted for the position of Assistant Professor in the areas of semiconductor devices, computer-aided design, computer engineering and high voltage engineering. Qualifications include a recent Ph.D. in Electrical Engineering and a commitment to excellence in research and teaching at both the undergraduate and graduate levels. Candidates will be expected to conduct a high quality research program in an area compatible with the interests in the department. Salary offered will depend on qualifications. A one-year term salary for the assistant professor level is \$25,300.00. Those interested should send their resumes to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 1 July, 1984 but positions will remain open until filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. Department of Systems Design Engineering.** Applications are invited for a tenure-track faculty position as Assistant Professor. Candidates should have a recent Ph.D. and research interests in some of the following areas: artificial intelligence, CAD/CAM, computer graphics, robotics expert systems. The successful applicant will be expected to teach both undergraduate and graduate courses and maintain an active research program. Salary according to qualifications. Resumes, with

names of three references, should be sent to: Professor K. Huseyin, Department of Systems Design Engineering, University of Waterloo, 200 University Avenue W., Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Closing date for receipt of applications is July 1st, 1984.

**TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering.** Applications are invited for two tenure-track positions at the assistant or associate professor level in the general area of Electronics. In addition to teaching courses at the undergraduate and graduate level, the successful candidates will conduct their research at the Applied Microelectronics Institute, Halifax, which is located on the same campus. Specialization in one or more of the following areas will be an asset: Digital techniques and system design, Optical electronics, Computer-aided design, Power electronics, Data communication systems, Integrated circuit design. Salary and rank will be commensurate with qualifications and experience. Please send your resume to Dr. W. Z. Fan, Professor and Head, Department of Electrical Engineering, P.O. Box 108, Halifax, Nova Scotia, Canada, B3J 2X4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF OTTAWA/UNIVERSITÉ D'OTTAWA. Department of Chemical Engineering/Departement de Génie Chimique.** Applications are invited for a tenure-track position (available July 1, 1984) at the rank of Assistant Professor. Le candidat doit être bilingue (français/français), et doit posséder un doctorat en génie chimique ou dans une discipline ayant rapport. Les tâches incluent l'enseignement effectif de both undergraduate and graduate courses, active, high quality research and participation in other departmental and university activities. Foremost, the department is searching for a candidate, however, experience related to computer-aided engineering would be an asset. Les candidats doivent faire parvenir leur curriculum vitae incluant un résumé de leurs activités passées et de leurs intérêts actuels en recherche, avec le nom de trois répondants à l'adresse suivante: Le Directeur, Département de Génie Chimique, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 9B4. Ce poste est soumis aux exigences relatives à l'immigration au Canada, ce n'est-est seulement offert aux citoyens canadiens et aux résidents permanents.

**UNIVERSITY OF ALBERTA. Department of Electrical Engineering. Research Associate.** Candidate: Ph.D. in Physics or Electrical Engineering. Several years of experience in Solid State Physics, Numerical Analysis, and Numerical Modelling of Silicon Devices. This is a long-term position (minimum: 3 years) subject to annual renewal and contingent upon continued availability of funds. Deadline for Applications: July 31, 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. H. P. Baltes, Electrical Engineering, 538 Civil/Electrical Bldg., The University of Alberta, Edmonton, Alberta, T6G 2R3.

## ENGLISH

**UNIVERSITY OF ALBERTA. Department of English. Sessional Lectureships.** Canadian citizens or landed immigrants are invited to apply for full-time or part-time appointments in the 1984-85 year (September to April 30), renewable to a total of four years subject to satisfactory performance and availability of funds. Weekly full-time teaching load: nine or ten hours. Current salary schedule: \$19,813 for first appointment at Ph.D. 1 level and \$5,359 per full-year course at ABD 1 level. Please address all enquiries and applications to: L. Woodbridge, Associate Chairman, Department of English, University of Alberta, Edmonton, Alberta, T6G 2E5. Only applications which include a curriculum vitae, letters of reference, and academic transcripts will be considered. The University of Alberta is an equal opportunity employer.

## FINE ARTS

**YORK UNIVERSITY. ATKINSON COLLEGE. Department of Fine Arts: A tenure-track or**

contractually limited position at Assistant Professor rank for September 1984 in the Department of Fine Arts, Atkinson College, York University, in the field of Art History. Duties may include undergraduate and graduate teaching. Requirements are: Ph.D. in Art History, or equivalent degree, with a specialization in the 19th and 20th century art and architecture of Europe and North America, with a demonstrable ability to teach a comprehensive survey of the history of art. Send letters of application accompanied by a complete curriculum vitae and the names of three referees, by June 30, 1984, to: Professor Shirley A. Brown, Chairman, Department of Fine Arts, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

## FRENCH

**YORK UNIVERSITY. ATKINSON COLLEGE. French Programme.** Applications are invited for a contractually limited or tenure-stream appointment at the Assistant Professor level in the French Programme of Atkinson College. Candidates must have a Ph.D. or equivalent and must have the specialized field of French studies. Research interests of an interdisciplinary nature would be an advantage. Specialization would be preferred in any area of French literature during the last three centuries, but candidates must also be able to teach in areas outside the specialized field. Teaching experience is required, preferably with adult part-time students. Teaching duties might include intermediate language, literary studies, and graduate teaching. Applications, c.v. and names of three referees should be sent by June 30, 1984 to: Professor J. Warwick, Coordinator, French Programme, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

**ST. THOMAS UNIVERSITY. Department of Romance Languages.** Applications are invited for one opening in the French language programme (regular). This is a one-year limited term appointment (1 July 1984 - 30 June 1985). The successful candidate will teach three courses at the undergraduate level in conversational beginner or intermediate French language. The Department is looking for qualified personnel with a background and interest in the teaching of French as a second language to adolescents/adults. Ph.D. or the equivalent is preferred. Native or near-native fluency in French is essential. Salary and rank are negotiable according to qualifications and experience. Applications, including curriculum vitae and the names and addresses of three referees, should be addressed to: Jonathan Rahn, Acting Chairman, Department of Romance Languages, St. Thomas University, Fredericton, N.B., E3B 5G3. Applications received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**ST. THOMAS UNIVERSITY. Department of Romance Languages.** Applications are invited for a possible opening in French literature. This would be a one-year limited term appointment (1 July 1984 - 30 June 1985). The successful candidate will teach three courses at the undergraduate level: a survey course in French literature and civilization; a course in 18th century French literature; and one first-year conversational language course at the beginner or intermediate level. Native or near-native fluency in French is essential. Ph.D. or equivalent is preferred. Salary and rank are negotiable according to qualifications and experience. Applications, including curriculum vitae and the names of three referees, should be addressed to: Jonathan Rahn, Acting Chairman, Department of Romance Languages, St. Thomas University, Fredericton, N.B., E3B 5G3. Applications received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**ST. THOMAS UNIVERSITY. Department of Romance Languages.** Applications are invited for two openings in the French language programme (intensive). These are one-year limited term appointments (1 July



1994 - 30 June 1985). The successful candidates will be involved in a two-semester immersion-type programme requiring approximately 20 hrs/week classroom involvement per instructor. The Department is looking for qualified personnel with a background and interest in the teaching of French as a second language to adolescents/adults. Immersion or intensive programme experience is essential, as is native or near-native fluency in the French language. Ph.D. or the equivalent is preferred. Salary and rank are negotiable according to qualifications and experience. Applications, including curriculum vitae and the names and addresses of three referees, should be addressed to: Jonathan Ratz, Acting Chairman, Department of Romance Languages, St. Thomas University, Fredericton, N.B., E3B 5G3. Applications received until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## GENETICS

**THE UNIVERSITY OF BRITISH COLUMBIA.** Medical Genetics. Positions available - Genetic Associates. Two new Genetic Associate positions are available in Medical Genetics, U.B.C., to commence immediately. Formal Genetic Associate training preferred (i.e. M.S. degree), practical experience desired. Send C.V. and 3 references to Dr. J. G. Hall, Medical Genetics, Grace Hospital, 4490 Oak St., Vancouver, B.C. V6H 3V5. U.B.C. is an equal opportunity employer. Preference will be given to Canadian citizens or landed immigrants.

## GEOLOGY

**CARLETON UNIVERSITY.** Department of Geology. Two 8- to 12-month term positions; rank open. Ph.D. required. Able to teach two or more courses at the undergraduate level in economic geology, stratigraphy, sedimentology, structural geology, igneous and metamorphic petrology. Teaching duties may also include introductory geology. Both positions subject to budgetary approval. Starting date: September 1, 1984. This advertisement is directed initially to Canadian citizens and permanent residents of Canada; other applicants will be considered subsequently. Send detailed curriculum vitae, including the names and addresses of three referees, to: Dr. J. A. Donaldson, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B6. The positions are open to both men and women.

**McGILL UNIVERSITY.** Geological Sciences. The Department of Geological Sciences offers a position for a professional research associate in sedimentology to study the diagenetic and tectonic setting of Paleozoic continental-margin sediments in the Québec Appalachians. Applicants should have a Ph.D. or equivalent and a background in low-temperature geochemistry, clay mineralogy, coal petrology and fluid-inclusion work. Duties include independent field and laboratory research, assistance in supervising graduate students, participation in a graduate seminar in sedimentology and/or part-time teaching of an undergraduate course in sedimentology. Starting date and tenure: Summer or Fall 1984 for a minimum of three years depending on the availability of funds. Send curriculum vitae, list of publications and names of three referees to: Professor Colin Stearn, Chairman, Professor Reinhard Hesse, Department of Geological Sciences, McGill University, 3450 University Street, Montréal, Québec, H3A 2A7.

**CONCORDIA UNIVERSITY.** Department of Geology. The Department of Geology at Concordia University invites applications for a full-time, limited-term appointment at the Assistant Professor level beginning from September 1, 1984. The successful candidate will be required to teach undergraduate courses, preferably in the area of mineralogy and petrology. Facilities for research are available. Canadian citizens and permanent residents will be given preference. Salary will depend on the duration of the appointment which could range from 9 to 12 months and will be at the rate of \$27,916 per annum. Ph.D. required. Please send applications and résumé including names and addresses of three referees to the Chairman, Department of Geology, Concordia University, 7141 Sherbrooke St. West, Montréal, Québec, H4B 1R6.

Applications must be received by July 1st, 1984.

## GERMAN

**MOUNT ALLISON UNIVERSITY.** German. Applications are invited for a possible opening in the German Department at Mount Allison University for a sessional leave replacement for the academic year 1984-85. The period of appointment will be September 1984 to June 1985, full time. Qualifications include near native fluency in German, Ph.D. or Ph.D. near completion. Experience in language teaching preferred. The successful applicant will be asked to teach language at the first and second year level, and an undergraduate literature course, preferably in the Romantic or modern period. Salary will depend on qualifications. Applications should be addressed as soon as possible to Dr. Christiane Ulmann, Head of the German Department, Mount Allison University, Sackville, New Brunswick, E0A 3C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## HISTORY

**YORK UNIVERSITY. ATKINSON COLLEGE.** Department of History. The Department of History of Atkinson College, York University, invites applications for a two year contractually limited appointment for a position in North American social history with preference for expertise in immigrant history. The appointment will be at the level of tutor or assistant professor with rank and salary dependent upon qualifications. Applicants should have a Ph.D. or be near completion. University level teaching experience with adult students preferred. The deadline for applications is June 30, 1984. Apply to: Professor Edward Hagerman, Chairman, Department of History, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## INTERIOR DESIGN

**THE UNIVERSITY OF MANITOBA.** Interior Design. Applications are invited for an anticipated tenure-track appointment and an anticipated term appointment, commencing August 1 or September 1, 1984 (negotiable). Applicants are required to have a degree in Interior Design or related discipline, accompanied by professional practice and/or research. (Portfolio may be required). Salary and rank commensurate with qualifications and experience. Duties would include lecture course work and studio instruction. Canadian citizens, landed immigrants, and others eligible for employment in Canada, at the time of application, are especially encouraged to apply. Forward current curriculum vitae, and the names of three referees to: Professor Michael G. Cox, Head, Department of Interior Design, Faculty of Architecture, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date: July 15, 1984.

## INTERNATIONAL RELATIONS

**QUEEN'S UNIVERSITY.** Centre for International Relations. Applications are invited for: Junior Research Associate. A position for Junior Research Associate will become vacant at the Centre for International Relations, Queen's University, Kingston in September 1984. Field: International relations with a specialty in strategic studies; completed or nearly completed Ph.D. required. Appointment from 1 September 1984 for one to two years. Applications with C.V. and other relevant information to Professor Nils Orvik, Centre for International Relations, Queen's University, Kingston, Ontario, K7L 3N6.

## JAPANESE

**THE UNIVERSITY OF ALBERTA.** Japanese.

The University of Alberta, Department of East Asian Languages and Literatures announces four positions in Japanese: 1. Sessional Lecturer (half to full time leave replacement). The candidate should have native-like fluency in Japanese and possess a University degree preferably in Japanese language, literature or linguistics. Duties will include assisting with instruction of elementary and intermediate level Japanese. The appointment will be from September 1, 1984 through April 30, 1985. Salary will be between \$8,000 - 17,000 depending upon workload and qualifications. 2. Visiting Assistant Professor (leave replacement). The candidate should have native-like fluency in Japanese, a Ph.D. (completed or nearly completed) in Japanese language, literature or linguistics. Duties will consist of Japanese language instruction at all levels. The salary will be approximately \$2,500 per month depending on qualifications for the period September 1, 1984 through April 30, 1985. 3. Assistant Professor (tenure-track). Two positions. The candidate should have a Ph.D. (completed or nearly completed) in Japanese language, literature or linguistics, university level teaching experience, publications, and a native-like command of spoken and written Japanese. Duties will include teaching at all levels, possibly including literature and classical Japanese, the development of new courses, and other duties in line with a tenure-track position. The salary will be approximately \$30,000 per year depending upon experience and qualifications. The appointment will begin September 1, 1984, or as soon as possible thereafter. Candidates for each of the above positions should send a complete résumé and three letters of reference, and if at all possible, a five-minute conversational tape (with someone of the opposite sex) to: S. R. Munro, Chairman, East Asian Languages and Literatures, University of Alberta, Edmonton, Alberta, T6G 2H4. Applications will be received until June 30, 1984. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## MATHEMATICS

**BROCK UNIVERSITY.** Mathematics. The Department of Mathematics at Brock University invites applications for a two-year temporary position as the Assistant Professor level. Starting date is negotiable. Closing date: August 1, 1984 and January 1, 1985. Candidates must have a Ph.D. and/or a number of recent publications. Duties will include teaching and research. Applicants should send curriculum vitae and arrange for three referees to send letters to: Professor V. D. Headley, Chairman, Department of Mathematics, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is July 15, 1984.

**WILFRID LAURIER UNIVERSITY.** Mathematics. Applications are invited for a continuing position in the department of mathematics. The appointment is anticipated to be at the rank of Assistant Professor. Duties include undergraduate teaching and research. Candidates should hold a Ph.D. in mathematics or a related area of statistics or computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in statistics or computer science will be an asset. The appointment will be effective on a date to be negotiated with the successful applicant, which will be one of July 1, 1984, January 1, 1985, or July 1, 1985. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. D. M. Kigour, Chairman, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF NEW BRUNSWICK.** Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, may have an opening as of July 1, 1984, for a probationary Mathematics position at the rank of Instructor, subject to budgetary approval. Minimally, a Masters degree is required. Principal duty will be undergraduate teaching. Send an up-to-date curriculum vitae and the names of three referees to Dr. G. R. Mason, Chairman, Department of Mathematics &

Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

**UNIVERSITY OF NEW BRUNSWICK.** Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening, (subject to budgetary approval) as of July 1, 1984, possibly a tenure-track position. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. G. R. Mason, Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

## MEDICINE

**UNIVERSITE DE MONTREAL.** Clinical Pharmacology. Faculty research joint appointment in the Centre de Recherche de l'Hôpital Hôtel-Dieu de Montréal and Department of Pharmacology, Faculty of Medicine, Université de Montréal. The appointee should demonstrate independent research capabilities, as he will be expected to establish a research laboratory located at the Hôtel-Dieu de Montréal. Although a specific area of specialization is not sought, the candidate is likely to have research interests in some aspects of peptides and research cardiovascular function. The successful candidate has to be a physician trained in clinical pharmacology, as he will join the Section of Clinical Pharmacology of the Hôpital Hôtel-Dieu de Montréal and his clinical duties will be related with clinical pharmacology. The candidate must be fluently bilingual when teaching, carrying out research and treating patients. Financial support would have to come from Research funding agencies. Inquiries, CV and two letters of recommendation may be addressed to: Michel G. Côté, D.M.V., Ph.D., Professor and Chairman, Department of Pharmacology, Faculty of Medicine, Université de Montréal, P.O. Box 6128, Branch "A", Montréal, Québec, Canada, H3C 3J1.

**ONTARIO CANCER FOUNDATION.** London Regional Cancer Centre. Radiation Oncologist. Applications are being invited for a Radiation Oncologist in the London Regional Cancer Centre. The Centre serves a population of approximately one million people. 2,500 new cases of malignant disease are seen annually. It has consultative and follow-up clinics in eight cities. The Centre has inpatient beds, outpatients services and ambulatory patient accommodation. It is attached to a teaching hospital with modern diagnostic, investigative and consultative facilities. There are presently six Radiation Oncologists and six Medical Oncologists in post and this is an additional post. The radiotherapy equipment consists of a 33 MeV betatron, two 6 MeV linear accelerators, a telecobalt machine and a 90 kV superficial x-ray machine. Brachytherapy sources include radium needles and tubes, radioactive gold grains, radioactive cesium, radioactive cobalt, strontium eye applicators, and newly installed Selectron after-loading equipment. It is anticipated that the successful applicant will be eligible for an appropriate appointment in the Department of Radiation Oncology in the University of Western Ontario. Hefse will be encouraged to develop teaching clinical and/or laboratory research interests. Excellent facilities exist for laboratory and clinical research. Applications, with curriculum vitae and the names of three referees should be submitted to: Dr. H. Bush, Director, the Ontario Cancer Foundation, London Regional Cancer Centre, 391 South Street, London, Ontario, Canada, N6A 4G5. In conformity with Canadian immigration requirements preference will be given to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF ALBERTA.** Department of Medicine. The Division of Endocrinology and Metabolism is seeking a Research Scholar with an interest in peptide receptors and protein chemistry to work in the area of Reproductive Biology. The successful applicant must have a Ph.D. degree and preference will be given to investigators who have recent post-doctoral training and who



have demonstrated outstanding potential for an independent research career. This is a long-term academic appointment dependent upon successful application for support from an external agency. The granting of these awards is by competition and made on the basis of excellence. The incumbent will enjoy the privileges of the University academic rank at which the appointment is made (Assistant/Associate Professor: \$29,720-41,820/\$37,420-\$53,538). Applicants should forward their curriculum vitae, an outline of their research interests and the names of three references to: Dr. P.M. Crockford, Director, Division of Endocrinology and Metabolism, Department of Medicine, 7-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. Closing date: August 31, 1984. The University of Alberta is an equal opportunity employer, but in accordance with the Canada Employment and Immigration regulations, this advertisement is directed particularly to Canadian Citizens and permanent residents.

**UNIVERSITY OF ALBERTA.** Medicine. The Faculty of Medicine, University of Alberta, invites applications for the positions of Research Scientist or Senior Scientist at the Assistant Professor (salary \$27,720-\$39,820) or Associate Professor (salary \$35,400-\$51,658) ranks, respectively. The successful candidate must have an MD, DDS and/or PhD degree with at least two years of appropriate postdoctoral training and must have demonstrated outstanding potential for an independent research career in the area of the structure and function of biological membranes. These positions will be long-term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should forward their curriculum vitae, outlines of proposed research and the names of three references to: Dr. E.E. McCoy, Department of Pediatrics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Closing date: July 1, 1984.

## OPTOMETRY

**UNIVERSITY OF WATERLOO.** School of Optometry. Applications are being accepted for the position of Assistant Professor. Preferred qualifications: professional optometric degree (O.D.) and graduate degrees at the masters or doctoral level. A recent Ph.D. is desirable. Preferred disciplines: physiological optics (visual science), optometry, theoretical and optometrical optics. Evidence of sustained research productivity at a high level of quality. Faculty members are expected to instruct in the School's undergraduate, graduate and clinical programs and carry out research. Salary commensurate with qualifications and experience. Effective date of appointment September 1, 1984. Applications to: Dr. Walwyn S. Long, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications: July 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## PHYSICAL EDUCATION

**MCGILL UNIVERSITY.** Physical Education. The Department of Physical Education at McGill University, Montreal, Quebec, invites applications for a full-time position. Rank: Assistant Professor. Qualifications: Ph.D. with some teaching experience. Nature of Duties: Concentration in physiology and exercise physiology at the undergraduate and graduate level. Some teaching in the skills and techniques program. Involvement in individual and team research (biomechanics, medicine, physical and occupational therapy) within the newly proposed McGill Sports Science Centre. Date of Appointment: September 1, 1984. Salary: Dependent upon qualifications and experience. Application: Letter of application, curriculum vitae, and the names and addresses of three referees should be sent to: Chairman, Department of Physical Education, McGill University, 475

Pine Avenue West, Montreal, Quebec, H2W 1S4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## PHYSICS

**QUEEN'S UNIVERSITY AT KINGSTON, ONTARIO.** Physics. Theoretical Astrophysics. Applications are invited for post-doctoral positions available in the Theoretical Astrophysics Group (Drs. W.Y. Chau, R.N. Henriksen, K. Lake). Current areas of active research are in cosmology and general relativity, relativistic astrophysics, radio astrophysics, active galaxies, numerical astrophysics, star formation, stellar structure and evolution. Successful candidates will also have the chance of interacting with working at the newly established Canadian institute for Theoretical Astrophysics. Applicants should submit a curriculum vitae and three references before (one month from date of publication) to: Dr. R.N. Henriksen, Astronomy Group, Department of Physics, Queen's University at Kingston, Kingston, Ontario, K7L 3N6, Canada. In accordance with Canadian Immigration regulations, preference will be given to Canadian citizens or permanent residents.

**UNIVERSITY OF GUELPH.** Physics. Postdoctoral Position in Liquid Structure Research. The liquid structure group in the Physics Department is seeking a Postdoctoral Research Fellow to work in the area of structure and dynamics of gases and liquids. Current programs include measurements and simulation of the dynamics of dense noble gases and of Lorentz gas model systems, structure measurements on water and other molecular liquids, and the structure of water at the clay interface. As well as operating two neutron diffractometers at McMaster University and Chalk River Nuclear Laboratories, the group has an X-ray diffractometer and is pioneering the development of a liquids y-ray diffractometer. Occasional trips to major facilities in the U.S. and Europe are also made. The applicant should have a recent Ph.D. in experimental physics or chemistry or a related discipline and should be conversant in computer programming. Please send applications, including resume and names of at least two referees to: P.A. Egelstaff or A.K. Soper, Department of Physics, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

**BRANDON UNIVERSITY.** Department of Physics and Astronomy. 1) Assistant Professor. This position is subject to budgetary approval. 2) Ph.D. in Physics or Astronomy. Some teaching experience would be an asset. 3) Teaching of general undergraduate physics courses. The development of an experimental research program is expected. The department is presently interested in research in Astronomy (stellar spectroscopy) and NMR. An electron microscope and excellent computer facilities (including a Vax 750 and access to an Amдах) are available for teaching and research purposes. 4) Salary: Depending on qualifications and experience. Current floor for Assistant Professor is \$25,900 (1983/84 scale). 5) Applications with detailed curriculum vitae and names and addresses of three referees should be sent to: Dr. J.B. Rice, Chairman, Department of Physics and Astronomy, Brandon University, Brandon, Manitoba, R7A 6A9. Applicants should request the three referees to forward their references directly to the above. 6) Effective: September 1, 1984. 7) Deadline: When position filled.

**UNIVERSITY OF WATERLOO.** Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## PHYSIOLOGY

**QUEEN'S UNIVERSITY.** Department of Physiology. Neuroendocrinologist. A vacancy will exist commencing August 1st, 1984 for an established neuroendocrinologist. The applicant should have the Ph.D. and/or the M.D. degree, several years teaching experience and a proven research record. The applicant will be expected to lead an active high quality research programme and to participate in undergraduate and graduate teaching. The facilities for research are outstanding and the appointment is a regular one under tenure regulations. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a brief statement of their research interests and objectives, selected reprints, and the names of three referees from whom a confidential assessment of research and teaching abilities may be obtained to: Dr. V.C. Abrahams, Department of Physiology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

**DAHOUSIE UNIVERSITY.** Physiology and Biophysics. The Department of Physiology and Biophysics requires a neurophysiologist (Ph.D. or M.D.) to cover teaching duties of faculty member on sabbatical leave. One year appointment at Assistant Professor level starting September 1, 1984, participation in ongoing research projects encouraged. Contact Dr. K.B. Rut or Dr. J.C. Szerb for details. Department of Physiology and Biophysics, Dalhousie University, Halifax, N.S., B3H 4A7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## POLITICAL SCIENCE

**WILFRID LAURIER UNIVERSITY.** Department of Political Science. Applications are invited for an appointment in the Department of Political Science. The rank and duration of the appointment will be commensurate with academic qualifications, research record, and teaching experience. It is expected, however, that the appointment will be at the associate or (senior) assistant level. The Department is prepared to consider applicants with various areas of specialization. The position will remain open until a suitable appointment can be made. The Department has a graduate and undergraduate program. Applications, including curriculum vitae and the names of three referees, should be sent to: Dr. John McMenemy, Chairman, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## PSYCHOLOGY

**ACADIA UNIVERSITY.** The Department of Psychology. Applications are invited for a nine-month seasonal appointment at the rank of Assistant Professor. The position runs from September 1, 1984 to May 31, 1985, and requires the teaching of Introductory Psychology, Social Psychology, Personality, and Abnormal Psychology. The candidate should have a Ph.D. and graduate background in these areas. Candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded to: Dr. M.P. Leiter, Acting Head, Psychology Department, Acadia University, Wolfville, Nova Scotia, Canada, B0C 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**UNIVERSITY OF WINDSOR.** Psychology. The Department of Psychology at the University of Windsor has an opening for a tenure track position at the Assistant Professor level in the area of Clinical Neuropsychology. The successful applicant will have a Ph.D. in Psychology, a suitable publication record, internship training in Clinical Neuropsychology, and be eligible for registration as a psychologist in the Province of Ontario. Duties will include undergraduate and graduate teaching, direction of graduate research, supervision of applied graduate training in Clinical Neuropsychology, and community consultation. We are especially interested in applicants with a developmental orientation and specific interest in adults and aging. A background in the neuropsychology of perception, learning, and memory with psychometric sophistication, including familiarity with multivariate

statistical techniques would be desirable. The Psychology Department has made a commitment to affirmative action in recruitment and is an equal opportunity employer. Applicants with particularly strong qualifications in areas of Clinical Neuropsychology other than those mentioned will also be considered. Applicants should forward a curriculum vitae, including the names of three referees, to: David V. Reynolds, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants).

**UNIVERSITY OF SASKATCHEWAN.** Psychology. Two, three-year term positions are open in the Department of Psychology with a starting date of July 1, 1984. The appointments will be made at the Assistant Professor level, salary range (1983-84, under review) \$27,993 to \$36,407. Applied Social Psychology: Applicants with competencies in one or more of the following areas are encouraged to apply: Social research, research program evaluation and policy research, organizational and/or environmental psychology. Statistics and Research Design: Applicants with expertise in research design and statistics (especially univariate and multivariate analyses, and psychometrics) are encouraged to apply. Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**WILFRID LAURIER UNIVERSITY.** Department of Psychology. Applications are invited for an appointment in the Department of Psychology in the area of Developmental psychology. It is expected that the appointment will be made at the assistant or (junior) associate level. The ideal candidate in an area such as neuropsychology, clinical or statistics would be an asset. The successful candidate will be expected to be an excellent teacher, as well as pursuing an active and productive research program. The Department has both undergraduate and graduate (M.A.) programs. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with the applicant's work. The position is open until a suitable appointment can be made. Apply to: Dr. D. Morgenschatz, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**ST. FRANCIS XAVIER UNIVERSITY.** Psychology. The Department of Psychology of St. Francis Xavier University invites applications for the position of assistant professor. 2. Qualified applicants who have a Ph.D., an active research program and teaching interests which include developmental psychology will be considered. 3. Subject to budgetary approval, appointment to commence September 1, 1984. 4. Curriculum vitae, copies of recent publications and letters of reference should be sent to: Dr. M. Schwartz, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. St. Francis Xavier University is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN.** Psychology. The Department of Psychology, University of Saskatchewan, has a tenure-track position available at the rank of assistant professor in cognitive psychology beginning July 1, 1984. Responsibilities include undergraduate and graduate teaching and supervision of graduate research. Applicants will have already developed an active program of research. The salary range for assistant professors (1983-84, under review) is \$27,993-\$36,407. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application materials, including vitae and the names of three referees to: Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**CARLETON UNIVERSITY.** Department of Psychology. Subject to budgetary approval the Department of Psychology, Carleton University anticipates making one or more faculty term appointments for the 1984-85



<p>academic year. A Ph.D. in psychology is preferred. Teaching needs include sections of social psychology, personality, testing, research methods, statistics, developmental psychology, and perception. Letters of application, a curriculum vitae, and the names, addresses, and phone numbers of three persons familiar with the applicant's abilities and potential should be sent to Dr. William G. Webster, Chairperson, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.</p>	<p>month position as a sabbatical replacement in the Faculty of Social Work. 2. An M.S.W. degree is required and a doctorate would be preferred. 3. Responsibilities would include teaching courses at the graduate level in work with individuals, families and groups. 4. Salary commensurate with qualifications and experience. 5. Applicants should submit a curriculum vitae and the names of two references to Dr. Shankar A. Yelaja, Interim Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. 6. Appointment will be from 1 January 1985 until 30 June 1985. 7. Applications must be received by 30 June 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.</p>	<p>tion (T84-2-21-11) effective July 1, 1984. Appointment is subject to budgetary confirmation. We are seeking candidates in the area of Crime and Delinquency, Deviance and Control, Penology and Corrections and Sociology of Law. Evidence of or commitment to teaching, research and scholarly work is required. A Ph.D. degree in Sociology or strong evidence of degree completion by July 1, 1984 is required. Send vitae, three letters of recommendation and copies of publications to: B. Singh Bolaria, Professor and Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>September 1984. The Department has eleven full-time faculty including four in scenography and a staff of three full-time technicians plus student assistants. Serving approximately 120 majors, it offers BFA programmes in Theatre, Performance, Drama in Education and Honours in Scenography. An MFA or equivalent professional training is required, plus experience in teaching and professional theatre. The candidate should embrace a holistic approach to scenography — being competent in all areas of design — with emphasis in lighting and/or theatre technology. The language of instruction is English, but a working knowledge of French is desired. Teaching load is normally 15 to 18 credits per year including production work. Design opportunities are available both within the university and in the Montreal area. Appointment may be made at Assistant or Associate Professor level with terms and salary commensurate with qualifications. In accordance with Canadian Immigration policies this notice is directed to Canadian citizens and permanent residents. Applications should include resume and the names, addresses and telephone numbers of at least three referees and should be sent to Scenography Search Committee, Department of Theatre, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, H4B 1R6. Include up to 20 black and white photographs. Do not send portfolio until requested to do so.</p>
<p><b>RELATIONS INDUSTRIELLES</b></p> <p><b>UNIVERSITE LAVAL, Relations Industrielles.</b> Professeur en Relations Industrielles. Description du poste: dispenser des enseignements dans le domaine de la gestion des ressources humaines, assumer éventuellement des enseignements en méthodes quantitatives et en ergonomie. Ces enseignements peuvent être dispensés tant au niveau des études de premier cycle qu'au niveau des études de 2e et 3e cycles. Participer aux activités de recherches, de publications, d'encadrement des étudiants de 2e et 3e cycles, de même qu'aux divers aspects de la vie interne et externe du département. Qualifications requises: Etre titulaire d'un doctorat en relations industrielles et être familiarisé avec l'utilisation des méthodes quantitatives ou posséder une compétence jugée équivalente. Date d'entrée en fonction: 1er août 1984. Traitement: Selon la convention collective. Communiquer confidentiellement le curriculum vitae le plus tôt possible à: Gilles Ferland, directeur, Département des relations industrielles, Faculté des sciences sociales, Université Laval, Québec, Québec, G1K 7P4.</p>	<p><b>YORK UNIVERSITY. ATKINSON COLLEGE.</b> Department of Social Work. Applications are invited for a tenure-stream position in Social Work in the area of child welfare. The Department's educational orientation is the integration of policy, practice and research within a multicultural framework. The successful applicant is expected to have a background in all three of these areas. Responsibilities include: undergraduate and graduate teaching; supervision of students in the field; supervision of graduate research work. Qualifications: must have a social work degree and a doctorate in social work or related discipline, competence in policy and practice analysis and research. Applications will be accepted until the position is filled. The Department will also consider applications for a one year visiting professorship. Subject to budgetary approval. Send curriculum vitae, the names of at least three referees and samples of written work to Dr. Brigitte Kitchen, Chairperson, Department of Social Work, Atkinson College, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p><b>SOIL SCIENCE</b></p> <p><b>UNIVERSITY OF SASKATCHEWAN.</b> Department of Soil Science. Applications are invited for a tenure-track academic position in the Department of Soil Science, University of Saskatchewan, Saskatoon. Must have a Ph.D. in Soil Science. Candidates with teaching experience and a strong research record in the field of soil fertility and soil chemistry are invited to apply. Experience with the use of stable and radioactive isotopes as tracers in nutrient cycling studies essential and experience in agricultural research in developing countries an asset. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents in Canada. Appointment to commence August 1, 1984 or a mutually convenient date. Letters of application including a curriculum vitae and the names and addresses of at least three referees should be sent to Dr. J.W.B. Stewart, Head, Department of Soil Science, University of Saskatchewan, Saskatoon, Sask., S7N 0W0 by July 15, 1984.</p>	<p><b>VETERINARY MEDICINE</b></p> <p><b>THE UNIVERSITY OF SASKATCHEWAN.</b> Western College of Veterinary Medicine. Herd Medicine Clinician (Food Animals). Applications are invited for a faculty (tenure track) position at the assistant professor level. Qualifications include a D.V.M. or equivalent, eligible for licensure in Saskatchewan, post-graduate training in herd medicine or a closely allied area. Experience in the provision of clinical service to the food animal industry is highly desirable. Primary duties include clinical service in the ambulatory clinic, teaching at the graduate and undergraduate level, and participation in the departmental research and extension programs. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit curriculum vitae and the names of three referees to Dr. C.S. Rhodes, Head, Dept. of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>
<p><b>RELIGIOUS STUDIES</b></p> <p><b>MCGILL UNIVERSITY.</b> Faculty of Religious Studies. Teaching position in Indian Philosophy and Languages. The Faculty of Religious Studies, McGill University, offers a one-year (non-tenure) appointment in the fields of Indian Philosophy and Languages. The appointment, subject to budgetary approval, will be at the Assistant Professor level and will commence September 1, 1984. Applicants should hold a Ph.D. and have teaching experience. Qualifications sought include competence to teach at undergraduate and graduate levels in Hindu and Buddhist philosophy, Sanskrit, Pali and Hindi. Preference will be given to candidates with qualifications in additional areas such as world religions, methodology, comparative studies, philosophy of religion. Please send nominations or curriculum vitae accompanied by curriculum vitae and the names of three referees by June 30th, 1984, to: Dr. J.C. McLelland, Dean, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, Que. H3A 2A7.</p> <p><b>YORK UNIVERSITY. ATKINSON COLLEGE.</b> Religious Studies. Appointment in Humanities. Applications are invited for a contractually limited or tenure-stream appointment at the Assistant or possibly Associate Professor level in Christian religious studies within a Humanities Department. Ph.D. or equivalent degree in a religious studies area required. Ability to teach at least two of the following areas from an interdisciplinary cultural perspective: New Testament, Patristics, Contemporary Christian Thought (or Movements), Comparative Religion. Teaching would be at the introductory and upper levels, with occasional graduate responsibilities. Experience teaching mature students preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, C.V., and names of three referees should be sent by June 30, 1984, to: Professor B. Wilson, Department of Humanities, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. This position is subject to budgetary approval.</p>	<p><b>SOCIOLOGY</b></p> <p><b>YORK UNIVERSITY. GLENDON COLLEGE.</b> Sociology. The Department of Sociology, Glendon College, York University, invites applications for a two year contractually limited appointment at the assistant professor level beginning July 1, 1984. The position is open to candidates able to teach one or more courses in French. The position is one third cross listed with the Department of Multidisciplinary Studies. Preference will be given to persons who can teach in the area of sex roles and family studies in both English and French with a third course taught in French in the area of the candidate's specialization. The candidate should have completed the Ph.D. and should demonstrate strong teaching and research skills. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae, names of three referees, copies of publications and a cover letter stating interests to Professor Stuart Schoenfeld, Chairperson, Department of Sociology, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6; telephone 416-487-6131; as soon as possible.</p>	<p><b>SPANISH</b></p> <p><b>ST. THOMAS UNIVERSITY.</b> Spanish. 1. Applications are invited for a one year sabbatical replacement in Spanish. 2. Ph.D. in Spanish. Strong track record in committed, innovative teaching at the basic levels. Native or near native fluency in Spanish. 3. Undergraduate teaching of two courses in basic language and one upper level course in literary analysis. 4. Salary and rank are commensurate with qualifications. 5. Send applications to Jonathan Rahn, Acting Chairman, Romance Languages, St. Thomas University, Fredericton, New Brunswick, E3B 2G5. 6. Effective date of appointment: July 1, 1984. 7. Position open until filled. Conditional upon the availability of financial and budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.</p>	<p><b>ZOOLOGY</b></p> <p><b>UNIVERSITY OF TORONTO. ERINDALE COLLEGE.</b> Department of Zoology. Position: Sessional Tutor. Department: Zoology, Erindale College. Duties: To coordinate the laboratory practicals associated with a large, introductory course in Biology. Duties include coordinating and briefing teaching assistants; help organize and grade term and final tests; lecture in the course; revise and update laboratory manual and lab practicals; ensure that laboratory equipment and supplies are available; set up some demonstration material. Appointee must also assume some departmental duties as acting as Undergraduate Programme Sponsor, organize and assume major part in undergraduate counselling; keep student programme records; serve as editor of the Biology Handbook. Qualifications: A university degree in Biology; a postgraduate degree would be an advantage. Teaching experience in biology at the university level is required. Salary: \$21,200 (under review). Applications should be submitted to Professor W.G. Sprules, University of Toronto, Erindale College, Mississauga, Ontario, L5R 4B7, by July 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>
<p><b>SOCIAL WORK</b></p> <p><b>WILFRID LAURIER UNIVERSITY.</b> Social Work. 1. Applications are invited for a six</p>	<p><b>UNIVERSITE YORK. COLLEGE GLENDON.</b> Sociologie. Le Département de sociologie du Collège Glendon de l'Université York offre un poste de professeur adjoint, pour une durée de 2 ans à compter du premier juillet 1984. Ce poste est ouvert aux candidats pouvant enseigner un ou plusieurs cours en français. Le poste relève pour 1/3 du Département de Multidisciplinaires. On accordera la préférence aux candidats qui pourront faire preuve d'une bonne compétence dans l'enseignement et la recherche. Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens canadiens ou résidents permanents. Veuillez envoyer toutes candidatures, accompagnées des noms de trois répondants, d'un curriculum vitae, de copies des publications et d'une lettre de candidature précisant les domaines d'intérêt à: M. Stuart Schoenfeld, directeur, Département de sociologie, Collège Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario, M4N 3M6; téléphone 416-487-6131; le plus tôt possible.</p> <p><b>UNIVERSITY OF SASKATCHEWAN.</b> Department of Sociology. Applications are invited for a tenure-track Assistant Professor position</p>	<p><b>STATISTICS</b></p> <p><b>UNIVERSITY OF NEW BRUNSWICK.</b> Statistics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening for a one year replacement position as of July 1, 1984, subject to budgetary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. G.R. Mason, Chairman, Department of Mathematics &amp; Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 6A4. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.</p>	<p><b>THEATRE</b></p> <p><b>CONCORDIA UNIVERSITY.</b> Department of Theatre. Design Position Available. The Department of Theatre of Concordia University in Montreal is seeking a senior teacher of design and theatre technology to begin</p> <p><b>FACULTY EXCHANGE CENTRE</b></p> <p><b>THE FACULTY EXCHANGE CENTRE,</b> non-profit, faculty-administered, helps arrange</p>



teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

## ACCOMMODATION

**MONTREAL, CANADA: HOUSE TO RENT.** Fully furnished and equipped, all major appliances. Located in western Montreal (Notre Dame de Grace), close to transportation by bus or Metro, 15 minutes to downtown by automobile, quick access to all four Montreal universities. Close to English and French elementary and secondary schools, park, shops and services. 4 or 5 bedrooms, den, 2 1/2 bathrooms plus powder room, modern kitchen, large living dining room with fireplace, finished basement, small garden in rear (house has 2 floors and basement), parking apron. Available on or about September 1, 1984, for a period of up to one year. Rent: \$950 Can. per month, unheated. Inquiries: Prof. Frank McGilly, School of Social Work, McGill University, 3506 University Street, Montreal, Que., Canada H3A 2A7. Phone (514) 392-5044 or 486-8661.

**FOR RENT, FRENCH RIVIERA, NEAR GRASSE.** Ancient stone house renovated and fully equipped (washers, dryer). Typical local neighborhood, 20 m. from Nice airport, 11 m. from Cannes, 2 m. from Grasse town. Ideal location to explore the Riviera and its hinterland. Bus stop nearby. Large parking. Suitable accommodation for 2 families as one floor has self contained 2 bedroom unit with shower/bath and kitchen. Price from May to Fall in U.S. \$1,500 per month. Off season negotiable. Contact: Anna Babinska (416) 920-0170 or write directly to owner: L. Faryaszewski, 10, rue Descombes, Paris 75017, France. Tel.: 622 02 04.

## LATE ADS

**HOUSE FOR RENT BECAUSE OF SAB-BATICAL:** 4 bedrooms, furnished, very quiet neighbourhood, near metro station. Aug. 15, 1984 to Aug. 15, 1985. Prof. K. Baass, (Ecole Polytechnique) 4082 Oxford Ave. N.D.G. Montreal (514) 488-6872 or (514) 344-4621.

**ACCOMMODATION.** Montreal, Outremont. Huge, 3 bedroom apartment for rent. Charming area. 10 minutes walk from Université de Montreal. Furnished or not. Study Leave. July 1984 to July 1986. \$700/month. Phone: Louise Bouchard 514-343-6193; 274-6027. Or write: 654 Outremont Ave., Ville d'Outremont, O.C., H2K 3M7.

**UNIVERSITY OF OTTAWA.** Department of Biology. Applications are invited from Canadian citizens or permanent residents in Canada for nomination for an NSERC University Research Fellowship. Applicants should have a Ph.D. degree and relevant postdoctoral experience. Preference will be given to candidates who are either engaged in fundamental research in any aspect of Plant Biology that has potential interaction with agriculture or forestry, or who have research experience in Cell and Developmental Biology. The appointee will become a member of the Ottawa-Carleton Centre for Graduate Studies and Research in Biology, a cooperative program between the University of Ottawa and Carleton University which includes active collaboration with scientists from several government laboratories. This position is available in the Department of Biology, University of Ottawa, at a salary equivalent to the Assistant Professor level. The University of Ottawa is a bilingual institution: the ability to lecture in both French and English will be a definite asset. Applicant should submit, by August 15, 1984, a curriculum vitae, a brief description of research interests, and should arrange to have three letters of recommendation sent to: Dr. J. McNeill, Chairman, Department of Biology, University of Ottawa, Ottawa, Canada. K1N 6N5.

**UNIVERSITÉ D'OTTAWA.** Département de biologie. Nous sommes à la recherche d'un candidat éligible à un poste de chercheur boursier universitaire du CRSNG. Le candidat choisi devra être citoyen canadien ou légalement domicilié au Canada. Il devra avoir un Ph.D. et l'expérience post-doctorale appropriée. On donnera la préférence aux can-

didats qui font de la recherche fondamentale en biologie des plantes avec une interaction potentielle avec l'agriculture, la foresterie ou bien qui ont de l'expérience en biologie cellulaire et du développement. Le candidat choisi deviendra membre du Centre d'Études Supérieures et de Recherche en Biologie Ottawa-Carleton; ce centre, géré conjointement par l'Université d'Ottawa et l'Université Carleton, permet une étroite collaboration avec des chercheurs de divers laboratoires gouvernementaux. Ce poste sera sponsorisé au département de biologie de l'Université d'Ottawa et le salaire annuel du candidat choisi sera équivalent à celui d'un professeur adjoint. L'Université d'Ottawa étant une institution bilingue, il est important que le candidat soit apte à enseigner en français et en anglais. Les candidats doivent soumettre avant le 15 août 1984 leur curriculum vitae et une description des domaines biologiques dans lesquels ils désirent poursuivre leur recherche. Les candidats devront aussi demander à trois recommandants de soumettre des lettres de recommandation. Toute correspondance doit être adressée à: Dr. J. McNeill, Directeur, Département de Biologie, Université d'Ottawa, 30 rue Somerset est, Ottawa, Ontario, K1N 6N5.

**UNIVERSITY OF TORONTO.** Chemistry. University of Toronto, Department of Chemistry is seeking outstanding candidates for University Research Fellowships in all branches of Chemistry and Chemical Physics. Successful applicants are remunerated at the level of an Assistant Professor and receive research funding from NSERC for three years, with possible extension to five years. Holders of University Research Fellowships are seriously considered for tenure stream appointments at the end of their term. In conformity with NSERC regulations only Canadian citizens or landed immigrants may hold these fellowships. Interested applicants should write, enclosing a full curriculum vitae including names of references, to Professor K. Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

**UNIVERSITY OF REGINA.** Department of Drama Applications are invited for an Assistant Professor. The successful candidate will teach beginning and advanced acting and theatre movement. There is also a possibility of directing productions. M.A. and M.F.A. in drama or equivalent professional experience. Teaching experience an asset. Appointment to begin September 1, 1984. Forward curriculum vitae and the names of three referees to: Associate Dean B. Swales, College of Fine Arts, University of Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF NEW BRUNSWICK.** Nuclear Engineering. The Department of Chemical Engineering at the University of New Brunswick is seeking a Research Associate in the area of Nuclear Engineering. The candidate should have a Ph.D. in Chemical or Mechanical Engineering or related field. Research and development experience in nuclear engineering is desirable. The successful candidate would be expected to conduct a research program in some area of nuclear engineering in cooperation with the incumbent of the Chair of Nuclear Engineering within the Department of Chemical Engineering. The research program would include the supervision of graduate students working for an M.Sc., M.Eng. or Ph.D. degree. The successful candidate would be involved in the teaching of courses in Nuclear Engineering at the graduate and undergraduate level. The Department of Chemical Engineering has research programs in the areas of molecular sieves, combustion, heat and mass transfer, fluid mechanics, energy conservation and thermodynamics. It is anticipated that the research work in nuclear engineering would be complementary to some of the research areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range: \$26,794-\$38,072. To be renegotiated as of July 1, 1984. Applicants should send a curriculum vitae giving the area of research interest and the names of at least three referees to: Dean F. Wilson, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

**UNIVERSITY OF VICTORIA.** Department of Geography. Applications are invited for the following position: Visiting Assistant Pro-

fessor or Sessional Lecturer able to teach introductory and advanced courses in Cartography, Computerized Mapping, and Map Production. Ph.D. desirable. The appointment will be temporary, from 1 September 1984 until 30 April 1985, but may be renewable, depending on budget considerations and performance. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and names of three referees to: Dr. W.R.D. Sewell, Chairman, Department of Geography, University of Victoria, Box 1700, Victoria, B.C., V8W 2Y2. The deadline for receipt of applications is 30 June 1984. Canadian immigration regulations require the university to assess applications from Canadian citizens or permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

**DALHOUSIE UNIVERSITY.** Geology. Structural Geologist. The Department of Geology at Dalhousie University invites applications from candidates to become University Research Professors, for a tenure track position in the general area of Structural Geology, at the Assistant Professor level, beginning July 1 1985. Demonstrated teaching and research abilities are required. The applicant should be able to supervise graduate research in his or her specialty, and to teach elementary and advanced courses in Structural Geology. While applications will be entertained from specialists in all areas of Structural Geology, preference will be given to candidates with research interests compatible with the present and planned activities of the Department and Centre for Marine Geology. The Department has close research ties with the Department of Oceanography at Dalhousie University, Bedford Institute of Oceanography, and the Department of Mines and Energy. Research interests include Appalachian geology and tectonics, studies of oceanic lithosphere, modelling of basins, evolution of the Atlantic margin, etc. Send application, and résumé, including the name and addresses of three referees, to: Dr. M. A. Bactor, Chairperson, Department of Geology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5, phone (902) 424-2358. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women.

**McGILL UNIVERSITY.** Jewish Studies Program. Assistant Professor/Director Jewish Teacher Training Program. Required: Ph.D. in Education or Jewish Studies, experience in Jewish Education. The successful candidate will direct students in the only university-administered Jewish Teacher Training Program in Canada. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a detailed curriculum vitae and three letters of reference by July 15 to: Professor Ruth Wisse, Jewish Studies Program, McGill University, 3511 Peel Street, Montreal, Quebec, Canada, H3A 1W7.

**UNIVERSITY OF WESTERN ONTARIO.** UNIVERSITY HOSPITAL. Pathologist. Applicant should hold F.R.C.P. (C) or equivalent in Anatomic Pathology. Service interest in gastroenterological, renal and/or immunopathology advantageous. Required to develop independent research programme in special interest. Experienced teaching residents and undergraduate medical students required. Position a joint appointment (rank negotiable according to experience) Faculty of Medicine, University of Western Ontario. (limited term appointment). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants must have qualifications permitting medical registration in Province of Ontario. Application with full curriculum vitae to: Malcolm D. Silver, M.D., Chairman, Department of Pathology, Health Sciences Centre, University of Western Ontario, London, Ontario, N6A 5C1.

**UNIVERSITY OF SASKATCHEWAN PLAINS HEALTH CENTRE.** Medicine. Academic Chest Physician. The Department of Medicine, College of Medicine, University of Saskatchewan and the Department of Medicine Plains Health Centre, Regina, Saskatchewan seek a full-time academic chest physician to be based in the Plains Health Centre, Regina, Saskatchewan. The

Plains Health Centre is a 300 bed Medical-Surgical Teaching Hospital of the University of Saskatchewan. It functions as the main teaching facility in the southern half of the province. The appointee is expected to be involved in clinical care including supervision of a Respiratory Function Laboratory, teaching to final year medical students and residents and be involved in clinical research. Academic rank and salary are commensurate with the level of training and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. M.A. Bactor, Professor and Head, Department of Medicine (Regina), Plains Health Centre, 4500 Wascana Parkway, Regina, Saskatchewan, S4S 5W9.

**UNIVERSITY OF SASKATCHEWAN PLAINS HEALTH CENTRE.** Medicine. Academic Endocrinologist. The Department of Medicine, College of Medicine, University of Saskatchewan and the Department of Medicine, Plains Health Centre, Regina, Saskatchewan seek a full-time academic endocrinologist to be based in the Plains Health Centre, Regina, Saskatchewan. The Plains Health Centre is a 300 bed medical/surgical teaching hospital of the University of Saskatchewan. It functions as the main teaching facility in the southern half of the province. The appointee is expected to be involved in all areas of academic medicine including clinical care, teaching to medical students and residents and be involved in clinical research. Academic rank and salary are commensurate with the level of training and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. M.A. Bactor, Professor and Head, Department of Medicine (Regina), Plains Health Centre, 4500 Wascana Parkway, Regina, Saskatchewan, S4S 5W9.

**THE UNIVERSITY OF MANITOBA.** Department of Philosophy. Two full-time senior appointments, assistant professor or lecturer, September 1, 1984 to March 31, 1985. Possibility of renewal. Ph.D. preferred. Areas open, but interest desirable in logic, philosophy of science, philosophy of psychology. Nine hours per week teaching. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications to: Michael Stack, Head, Department of Philosophy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**McMASTER UNIVERSITY.** Religious Studies. The Department of Religious Studies invites applications for a one year contractually-limited appointment at the Assistant Professor/Lecturer level, effective August 1, 1984. Specialization in Judaism and Antiquity with strong competence in Hebrew Bible. Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is July 15, 1984. Salary is commensurate with qualifications and experience. Send curriculum vitae and names of three referees to: Dr. Gerard Vallée, Chairman, Department of Religious Studies, McMaster University, Hamilton, Ontario, L8S 4K1.

**UNIVERSITY OF TORONTO. ERINDALE COLLEGE.** Department of Survey Science. Department of Survey Science, University of Toronto, invites applications from Canadian citizens and permanent residents to be sponsored for an NSERC University Research Fellowship to be held at Erindale College. Candidates are sought with research interests in one or more of the following areas: land information systems, database management, digital cartography, remote sensing, geodesy, hydrography, photogrammetry, and metrology. Candidates with backgrounds in physics, geophysics, computer science, mathematics and geography as well as surveying engineer, survey science are encouraged to apply. Some teaching responsibility is also included. The position is for 5 years' duration but is subject to satisfactory evaluation in the third year. Salary is in the Assistant Professor range. Submit application, curriculum vitae and three references to Professor R.C. Gunn, Survey Science, University of Toronto, Erindale Campus, 3369 Mississauga Road, Mississauga, Ontario, L5L 1C6 by July 1, 1984.



# ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

## Must reading on pension plans

by Edward D. Maher

**Inflation Measurement and Senior Citizens: Challenging Private Pensions.** Paul Opryszek. A Report from the Compensation Research Centre of the Conference Board of Canada. 83pp. 1983.

**The Use of 'Excess' Pension Fund Earnings to Provide Inflation Protection for Private Pensions.** James E. Pesando. Discussion Paper Series, Ontario Economic Council. 37pp. 1983. Publications Section, Ontario Government, Toronto.

Both of these publications are must reading for anyone who is going to be involved in discussions about how pension plans should be designed or what regulations governments should impose on private plans. Opryszek is concerned primarily with studying the needs of senior citizens but this leads him into the indexing issue. Pesando examines a particular indexing proposal.

Opryszek studied a group of retired senior citizens, aged 65 to 69 in 1969, through the next five years as they aged. For some analytical purposes the group was split into four sub-groups. He found, as have other investigators, that a special consumer price index based on the actual consumption patterns of seniors produced results that were not significantly different from the broadly based CPI we are all familiar with. Thus there seems to be no reason to construct a separate index for adjusting pensions for inflation.

It has sometimes been argued that seniors' consumption declines with age and therefore they are not really disadvantaged by at least a modest degree of inflation. However Opryszek found that his group of seniors spent virtually 100% of their income and thus it seemed reasonable to conclude that their declining expenditures were a result of their declining real incomes rather than declining needs. In particular he noted that for the 65 to 74 age group — the ones he studied — use of the automobile declined only slowly and expenditures on transportation in general remained a relatively fixed portion of their expenditures.

Opryszek suggests — quite rightly — that there is confusion in some people's minds between the income and expenditure adjustments that take place on retirement and subsequent changes. At retirement, work-related expenditures are eliminated and at age 65 one becomes eligible for a number of tax benefits and price discounts (some discounts are available earlier). However these are one-time adjustments; thereafter real incomes will decline with inflation unless some appropriate adjustment is provided.

Opryszek suggests that increasingly employees have come to regard accruing pension benefits as deferred wages and thus they should be considered the real owners of the underlying assets. Consequently they should benefit from any extra unexpected earnings on these funds whether from inflation or otherwise. Both Opryszek and Nininger (the Chairman of the Conference Board in Canada who wrote a Foreword) suggested

that for private pensions to retain their credibility they will have to come to terms with the indexing issue.

Opryszek suggests that the solution may not be full automatic indexing but there must be a formal agreement about how risks will be shared between the employer and the employee. Then pensioners will not have to — as most must to-day — depend on the generosity of their former employers to obtain a share of any "excess" earnings by the pension fund.

The author also stresses that employment pensions are based on employment earnings — and usually on earnings close to retirement — and thus "need" in a welfare sense is an inappropriate basis for determining indexing policy for private pension plans.

Professor Pesando also takes the position that some inflation protection is essential if private pension plans are to continue to be seen as useful. The issue is particularly critical for defined benefit plans to which most Canadians who are in pension plans belong. Only about 5% of the members are in plans which provide any contractual inflation adjustment after retirement — and often it is purely nominal — although many employers have been making ad hoc adjustments in recent years.

He points out that the alternatives appear to be full indexing or use of the "excess earnings" approach. The former would appear to require that the government assume the ultimate risk — possibly by the issue of indexed bonds, a possibility he examined along with S.A. Rea Jr. in an OEC Research Study in 1977. The "excess earnings" approach has recently received support from the Canadian Association of Pension Supervisory Authorities (CAPSA), from Ontario's Select Committee on Pensions (the Haley Committee) and in the Federal Government's Green

Paper, "Better Pensions for Canadians". It is the latter technique — unfortunately sometimes referred to by others as the "excess interest" approach — which is the subject of this paper.

Discussion is basically confined to the application of the technique to pensions in pay and deferred pensions although some attention is given to pension accruals under career earnings and flat rate accruals systems. (Plans basing their pension on some form of final average — or highest average — earnings are automatically — but not completely — adjusted for inflation which takes place prior to retirement or separation.)

The essence of the proposal is that inflation brings about increased nominal earnings on investments and those extra earnings should be used, not to help finance the basic pension, but rather to provide some improvement in the pension to help compensate for inflation.

To understand what follows one must recognize that the plan sponsor relies not only on the contributions to the pension fund but also on the investment earnings on that fund to pay the promised pension. Thus the higher the earnings which can be expected the lower the employer and employee contributions can be. (The employer has the major concern since he normally guarantees the payment of the defined benefit.) This is why designing an appropriate system is difficult.

Using figures based on a recent 25 year period Pesando finds the following. A fund invested in very short term debt would have provided prompt and relatively full adjustment for inflation; however such a fund would have yielded a real return of less than 1% a year and thus the initial pension would have been largely dependent on the past contributions of the parties. On the other hand a common stock portfolio would have yielded a real return of about 8% and thus made

a very substantial contribution to the size of the initial pension. However the returns were highly variable from year to year often being negative in years in which inflation was high.

Pesando quite rightly considers that a variable annuity based on common stocks would be too variable and erratic to provide appropriate inflation protection. For pensioners Lord Keynes' dictum that "in the long run we are all dead" seems particularly appropriate. Pesando concludes that a mixed portfolio of debt and equity could be designed that might be expected to provide a real return of about 3-1/2% and still track inflation reasonably well.

However, as Pesando points out, there are still other issues to be settled before a specific legislative plan can be devised. Would the "excess earnings" to be applied to indexing be based on the earnings in excess of, say, 3-1/2% be the excess on the employer's own fund or on a specified "benchmark" portfolio? The former would provide little incentive for the employer to manage the fund efficiently but it could provide a strong argument for employee/pensioner participation in the management of the fund.

Another question is who pays for the inflation protection — employees or firm owners? If the new rules were to be applied only to pensions earned in the future then it would appear that employees would pay since any perceived increase in the value of the pension benefit would presumably be offset by a comparable reduction in the wage component of compensation. However this means that the benefits of the new system would only accrue as pensions accrue in the future and would not be fully effective until well into the 21st century; meanwhile we would have hybrid systems.

If the new system was applied to pensions currently being paid and to those already accrued then the impact on the employer would be very great. While an employer who has been basing his promised pension on the assumption of a very low investment return on the fund's assets would be little affected, most employers who have been basing their pension promises on the assumption that the entire earnings on their funds would be used to support the pension and that there would be no inflation adjustment which could be faced with very heavy burdens.

Pesando, in principle, does not favour making the "excess earnings" system, if adopted, retroactive. However he recognizes that having a hybrid system for several decades is not desirable either. Thus he considers that it might be reasonable to phase in retroactivity slowly over a period of time. This could be done by establishing a higher base rate than the suggested 3-1/2% — say 7% — to be applicable to accrued benefits and this higher rate might be gradually reduced.

Prof. Maher is with the Faculty of Administration at the University of New Brunswick and is the past Treasurer of the CAUT.



### UNIVERSITY OF MANITOBA Department of Psychology

Applications are invited for a seasonal or term appointment at the assistant or possibly associate professor level in the Department of Psychology in the area of quantitative methods. Candidates should be qualified to teach graduate courses in multivariate and univariate statistical techniques, supervise graduate students in the quantitative area and provide consultative service to staff and students. While preference will be given to applicants with research interests directly in multivariate quantitative methods, applications from candidates with strong secondary interest in this area will also be considered. The University encourages both women and men to apply in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae to Dr. J.B. Nickels, Acting Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The appointment begins September 1, 1984. Application deadline: June 29, 1984.